



Social

Lumberjack Breakfast



Sturgeon Release



KPS Fun Day



Menominee Logging Camp Decorating

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J. Social

I. Community Survey

The Community Survey asked respondents a total of eleven questions regarding their perception on housing, youth and elder programs, the overall quality of life, and the coordination of service delivery. The survey results revealed the following highlights:

- 49% of on-reservation and 45% of off-reservation survey respondents feel that more housing is needed for the elderly;
- 67% of on-reservation and 53% of off-reservation survey respondents feel more youth programs need to be made available;
- 79% of on-reservation and 83% of off-reservation survey respondents feel that the Menominee Tribal Legislature should take an active role in developing youth programs; and
- 35% of on-reservation and 23% of off-reservation survey respondents feel the Tribe's social programs are not efficient in coordinating the delivery of services.

"Protect our children and our elders-strengthen the community and the tribe for the future. Recognize the social problems that exist and encompass them in one vision"

For more information concerning the survey results refer to Appendix A.

II. Workgroup

A workgroup comprised of nineteen professionals and community members was assembled to evaluate the community survey results, identify and address problems and their underlying causes, identify programs that directly address youth and elders, and design strategies aimed at enhancing the Tribe's efforts to increase the overall quality of life on the reservation. The workgroup consisted of the following:

- | | |
|--|--|
| • Yvette Ducane, Enrollment Director/former Licensing and Permits Director | • Wayne Pecore, former General Assistance Program Manager |
| • Penny Escalante, Early Childcare Services Director | • Amy Perez, Eagle Nest Shelter Manager |
| • Jennifer Gauthier, Administrative Services Officer | • Melissa Pitzel, Menominee Mentoring Coordinator |
| • David 'Nahwahquaw' Grignon, Historic Preservation Director | • Patricia Roberts, Food Distribution Director |
| • Rosemund Hoffman, Child Support Manager | • Diana Taubel, Licensing and Permits Director |
| • Mary L. Husby, Tribal Social Services Director | • Patricia Tourtillott, Johnson O'Malley Director |
| • Joyce Kotschi, Aging Division Director | • Duane Waukau, Recreation Director |
| • Brian Kowalkowski, University of Wisconsin Extension | • Jeremy Weso, Administrative Manager |
| • Ammie Munoz, Grants Writer Aide | • Shannon Wilber, Youth Development and Outreach Director |
| | • Betty Jo Wozniak, Maehnowesekiyah Wellness Center Director |

The workgroup met as frequently as twice a month and as infrequently as once a month for over a year. The meetings were open to the public and notices were published in the Menominee Nation News, announced at community meetings, and through broadcast emails.

III. Programs with Specific Emphasis on the Social Aspects of Community Life

Although the workgroup recognized that all departments and programs operated by the Tribe have a vested interest in the promotion of wellness, and youth and elder programming, the workgroup identified the following programs as resources due to their knowledge and experience in youth, elderly and a program emphasis on enhancing the quality of life on the reservation:

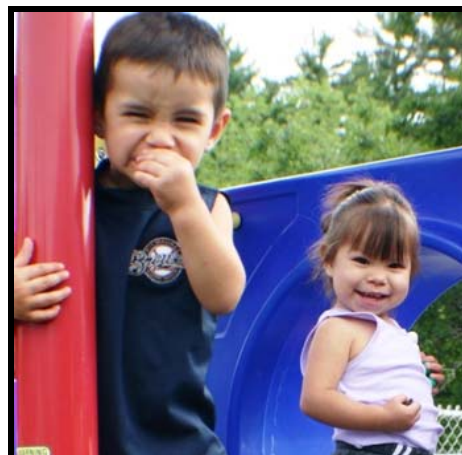
- **Tribal Social Services** – This department is responsible for developing and overseeing a vast array of programs and services aimed at protecting the interests of children and families, identifying safe out-of-home care placements for children and families, identifying safe out-of-home care placements for children in adoptions that are subject to the Indian Child Welfare Act, and implementing and enforcing the Tribe's child support laws.
- **Aging** – This department is responsible for developing and overseeing a vast array of programs and services aimed to care for and protect the rights of, and provide nutritious meal services to the elderly.
- **Youth Development and Outreach** – This department is responsible for developing and overseeing a vast array of programs and services aimed at providing youth with challenging educational and recreational activities, and opportunities designed to inspire them, identify alternatives to harmful behavior, and cultivate their leadership skills.
- **Maehnowesekiyah Wellness Center** – This department is responsible for developing and overseeing a vast array of programs and services aimed at curbing alcohol and other drug abuse among members of the community utilizing a cultural-based approach.
- **Early Childcare Services** – This department is responsible for developing and overseeing a vast array of programs and services aimed at providing safe, supportive, educational, and recreational activities to young children enrolled in the Tribe's daycare and Early Head Start operations.

FACT:

Forty percent of off-reservation and thirty-four percent of on-reservation survey respondents feel the efforts to support family life on the reservation are Not So Good



Menominee Elder's Christmas Party, photo courtesy of Menominee Nation News.



Menominee Youth, photo courtesy of Department of Administration.

IV. SWOT Analysis

The workgroup identified the Tribe's overall Strengths, Weaknesses, Opportunities and Threats, utilizing what is typically known as a SWOT Analysis. The workgroup's SWOT Analysis appears as follows:

STRENGTHS

- The following service providers: Tribal Social Service/Child Support Agency, Maehnowesekiyah Wellness Center, Housing/Eagle's Nest, Community Resource Center, Food Distribution Program, Head Start, Day Care, General Assistance Program, Law Enforcement, Tribal Courts, Tribal Clinic, Youth Development and Outreach, Johnson O'Malley (JOM), Recreation Department, Aging Division, Wolf River Community Based Residential, Facility (CBRF), and Adolescent Health
- The following collaboration initiatives: Commission on Aging, Juvenile Delinquency Re-Entry Program, Wisconsin Inter-Tribal Association, Child Protection Team, Multi-Disciplinary Team, Youth Service Providers, Collaborative Council, Tribal/County Task Force, Coordinated Community Response Team, Teen Court Advisory Board, North American Indigenous Games
- Long and short-term services
- Housing, Nutrition and Education
- Family dynamics – parenting, counseling, role models (male/female)

WEAKNESSES

- Acceptance of alcohol and drugs
- Lack of personal responsibility
- Not knowing and not understanding Menominee culture
- Unsafe environment
- Fragmentation of services (includes Menominee County)
- Lack of enforcement of ordinances
- Insufficient communication between entities/programs
- Insufficient ability to rely on others
- Dysfunctional family relationships
- Insufficient and timely intervention by agencies
- Service population – inconsistent definition
- Inadequate nutritional education for the public
- No follow through
- Reluctance to intervene due to cultural values
- Lack of resources to sufficiently provide long and short term services
- Insufficient risk assessments
- MTL not utilizing existing resources

OPPORTUNITIES

- Encourage personal responsibility
- Identify service population
- Educate about services and resources
- Utilization of local resources to strengthen Language and Culture
- Workforce development
- Improve physical and mental health of community

THREATS

- Unsafe environment
- Child/Elder abuse
- No enforcement of ordinances
- Miscommunication and lack of communication
- Budget cuts
- Unethical politics/behaviors
- Micro-management at many levels
- Entitlement mentality
- Racism
- Acts of Congress

V. Goals and Objectives

Social Goal 1: Prioritize Funding to Support, Strengthen and Encourage Families to Provide a Safe, Nurturing and Stable Environment				
Categories	Objectives			
	Objective 1			
	Gap analysis			
Inputs/ Resources	<ul style="list-style-type: none"> • All department and/or partners identified in the matrix • Health and Family Services Committee • Enforcement and Resource Protection Committee • Housing Committee • Labor, Education and Training Committee • Budget and Finance Committee • All applicable Tribal, State, and Federal laws • All other educational institutions 			
Outputs/ Activities	<ul style="list-style-type: none"> • Research the following areas to identify the services they provide: <ul style="list-style-type: none"> ○ Child Protection ○ Reunification ○ Recreation ○ Nutrition ○ Elder Services ○ Family Dynamics ○ Housing/shelter (Temporary/short-term vs. Permanent/long-term) ○ Education ○ Prevention and intervention ○ Youth Services ○ All other emergency services • Once services are identified determine existing funding levels, identify shortfalls, and prioritize needs 			
Outcomes/ Results	<ul style="list-style-type: none"> • Identification of current services • Identification of duplicate services • Identification of needs • Additional objectives 			
Baseline Data	<ul style="list-style-type: none"> • Current programs • 2005 Community Needs Survey • Facts and Figures 			
Timeline	• To be determined			

Social Goal 2: Promote Interdependence (Defined as “people who are ‘healthy’ enough to care for themselves and others”)				
Categories	Objectives			
	Objective 1 Increase coping/life skills training for economic stability	Objective 2 Develop an organizational-wide volunteer process	Objective 3 Increase collaboration with agencies and systems to improve access to services	
Inputs/Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Health and Family Services Committee • Labor, Education and Training Committee • All other educational institutions 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Health and Family Services Committee • Enforcement and Resource Protection Committee • Governmental Affairs Committee • All applicable Tribal, State, and Federal laws • All other educational institutions 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Health and Family Services Committee • Enforcement and Resource Protection Committee • Governmental Affairs Committee • All applicable Tribal, State, and Federal laws • All other educational institutions 	
Outputs/Activities	<ul style="list-style-type: none"> • Develop a resource guide • Provide support group services • Develop a Tribal case management plan system (wrap around services) • Coordinate services with other Tribal programs • Incorporate cultural component • Increase educational outreach in the following areas: <ul style="list-style-type: none"> ○ Daily life skills ○ Organizational skills ○ Employability skills 	<ul style="list-style-type: none"> • Revise, formalize, and implement a Tribal-wide volunteer process (certain legal restrictions will apply) • Develop a criteria for volunteers that meets employment standards • Create a review board with authority to vindicate potential volunteers who are proven rehabilitated • Provide informational outreach 	<ul style="list-style-type: none"> • Formalize partnerships • Create common forms and intake procedures • Reevaluate approach to service delivery • Educate agencies on organizational culture and community culture 	
Outcomes/Results	<ul style="list-style-type: none"> • Increased community awareness of Tribal services • Increased life coping skills • Elimination of duplicated services • Increased cultural awareness, self-esteem and interdependence • Increase collaboration with agencies/systems • Decreased dependency on programs • Healthier families and community 	<ul style="list-style-type: none"> • A formalized Tribal volunteer process • Criteria for volunteers • Review board • Increased number of volunteers • Increased awareness of volunteer opportunities 	<ul style="list-style-type: none"> • Improved access to services • Improved relationships between agencies • Improved public perception 	
Baseline Data	<ul style="list-style-type: none"> • 2005 Community Needs Survey • Facts and Figures • Current programs statistic 	<ul style="list-style-type: none"> • Existing volunteer processes • 2005 Community Needs Survey • Number of current volunteers 	<ul style="list-style-type: none"> • Number of formal agreements • 2005 Community Needs Survey 	
Timeline	• To be determined	• To be determined	• To be determined	

Social Goal 3: Assumption of All Human Service Programs For Menominee County and Reservation				
Categories	Objectives			
	Objective 1 Develop a comprehensive culturally sensitive human services program for all Tribal members	Objective 2 Define service area parameters	Objective 3 Amend organizational structure to accommodate the assumption of programs	Objective 4 Fund Tribal Human Service Entity
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • All applicable Tribal, State, and Federal laws • Governmental Affairs Committee • Health and Family Services Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • All applicable Tribal, State, and Federal laws • Governmental Affairs Committee • Health and Family Services Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Governmental Affairs Committee • Health and Family Services Committee • Enforcement and Resource Protection Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Budget and Finance Committee • Health and Family Services Committee • Grants • Investments
Outputs/ Activities	<ul style="list-style-type: none"> • Identify all human service programs within the Tribal and County organizations • Determine the scope of services within the Tribal organization • Incorporate cultural components into all Tribal human service programs • Review state laws and mandates, and compare them to Tribal law 	<ul style="list-style-type: none"> • Put together a group of providers to define service area parameters depending on service providers who are impacted • Research what federal, state and tribal laws allow Tribe to do 	<ul style="list-style-type: none"> • Research other human service system models • Identify resources: financial, space, human, skills, and capabilities • Establish timelines • Develop training and immersion • Create management plan • Amend Tribal Government Plan to accommodate the assumption of all human service programs 	<ul style="list-style-type: none"> • Gap analysis of funding streams • Lobby to gain financial support • Pursue grant funding
Outcomes/ Results	<ul style="list-style-type: none"> • Comprehensive culturally sensitive services for all tribal members • Report on social programs provided by Menominee Tribe and Menominee County 	<ul style="list-style-type: none"> • Clearly defined services for tribal and county members • Take lead in creating own destiny 	<ul style="list-style-type: none"> • Tribe is prepared for assumption • Tribal organizational structure amended to include Tribal Human Service entity 	<ul style="list-style-type: none"> • Adequate funding to support recommended model • Snapshot of available funding resources and funding gaps
Baseline Data	<ul style="list-style-type: none"> • Facts and Figures • 2005 Community Needs Survey • All existing human service programs 	<ul style="list-style-type: none"> • Federal and state grants • Tribal dollars 	<ul style="list-style-type: none"> • Current human service programs • Human service models • Tribal Government Plan (Ordinance No. 95-04) 	<ul style="list-style-type: none"> • Tribal Annual Report • Tribal Budget • County Reports • Funding Agreements
Timeline	• To be determined	• To be determined	• To be determined	• To be determined

VI. Responsible Parties

The following is used to identify responsible parties in the matrix sections of the strategic plan:

- Primary lead department (P*) is responsible for coordinating efforts to complete the specific objectives listed;
- Primary departments (P) are responsible for directly assisting the lead in completing the specific objectives listed; and
- Secondary parties (S) are responsible for attending meetings and providing input to assist in achieving the specific objectives listed.

DEPARTMENTS	Social							
	Goal 1	Goal 2			Goal 3			
	Objective 1	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 3	Objective 4
Aging	P	P	P*	P*	P*	P*	P*	P
Chairman's Office								
Clinic	P	P			P	P*	P*	P
Community Development								
Community Resource Center	P	P*	P*	P*	P*	P*	P*	P
Conservation			S					
Courts		S	S					
Early Childcare Services	P	P	P	P	P	P	P	P
Education		P						
Election Commission								
Enrollment								
Environmental Services			S					
Finance								
Food Distribution	P		P		P	P	P	P
Gaming Commission								
General Assistance	S	S			S	S		
Head Start	P	P	P*		P	P	P	P
Historic Preservation	S	P			P			
Housing	S	S			P	P	P	P
Human Resources			P*				P	
Information Technology			S				S	
Insurance			P					
Internal Audit								
Johnson O'Malley	P	P	P	P	P	P	P	P
Language and Culture Department	S	P	S		P			
Law Enforcement			S					
Legal Services			P	P			P	
Library			P				S	
License and Permits								
Loan Fund								
Maehnowesekiyah Wellness Center	P*	P*	P*	P*	P*	P*	P*	P
Maintenance								

DEPARTMENTS	Social							
	Goal 1	Goal 2			Goal 3			
	Objective 1	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 3	Objective 4
Menominee Nation News			P				S	
Probation			S					
Procurement								
Prosecutor			S					
Recreation	P		P	P	P	P	P	
Social Services	P*	P	P	P	P*	P*	P*	
Tax Commissioner								
Transportation	S			P	P	P	P	
Tribal Administration	P*			P			P*	P*
Tribal Legislature		S						P
Tribal School	P	S	P	P	S	P	S	
Trust Resources								
Utilities								
Youth Development and Outreach	P	P*	P	P	P*	P*	P*	
PARTNERS								
Churches	S		S	S	S	S		
College of Menominee Nation	P			P	S	S		
Community	S	P	P		P		P	
East/West University	S			P	S	S		
Great Lakes Inter-tribal Council					P	S		P
Menominee Casino		S						
Menominee County	P			P	P	P		P
Menominee Tribal Enterprises								
Menominee Indian School District	P	P	P	P	S	P		
State of Wisconsin					P	S		P
Woodland Boys and Girls Club	P	P	P	P		P		
Youth Service Providers	P	P	P	P	P	P	P	



Menominee Youth and Elder, photo courtesy of Historic Preservation.



Menominee Veterans Color Guard, photo courtesy of Menominee Nation News.



Natural Resources

Wisconsin Black Bear



Elder Youth Catch & Release Fishing



Bald Eagle Release



Conservation Training

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K. Natural Resources

I. Community Survey

The Community Survey asked respondents a total of six questions regarding their perceptions on how well the Tribe, its programs, and its members educate the community about natural resources and enforce laws to protect natural resources. The survey results revealed the following notable highlights:

- 🐾 70% of on-reservation and 66% of off-reservation survey respondents indicated they are satisfied with the quality of air on the reservation;
- 🐾 67% of on-reservation and 56% of off-reservation survey respondents indicated they are satisfied with the quality of wildlife on the reservation;
- 🐾 52% of on-reservation and 46% of off-reservation survey respondents indicated they are satisfied with the quality of lakes and rivers on the reservation; and
- 🐾 23% of on-reservation and 24% of off-reservation survey respondents indicated they are satisfied with the current management of natural resources on the reservation.

"Sustainability and Sustain Yield differentiate in definition. We need to define sustainability as it relates to the Tribe's vision."

For more information concerning the survey results refer to Appendix A.

II. Workgroup

A workgroup comprised of twenty professionals and community members was assembled to evaluate the community survey results, identify and address problems and their underlying causes, identify programs that directly address the following: Forest Management., Land Use, Water Use, and Fish and Wildlife. The workgroup consisted of the following:

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| 🐾 Christoper Caldwell, Trust Compliance Officer | 🐾 Brian Kowalkowski, University of Wisconsin Extension |
| 🐾 David Congos, former Bureau of Indian Affairs | 🐾 Marshall Pecore, Menominee Tribal Enterprises Forest Manager |
| 🐾 Doug Cox, Menominee Tribal Enterprises Ecologist | 🐾 Jeremy Pyatskowit, Environmental Services Department |
| 🐾 Walter Cox, Conservation Department Director | 🐾 Jonathan Pyatskowit, Environmental Services Department |
| 🐾 Sid Dodge, Community Member | 🐾 Donald J. Reiter, Conservation Department |
| 🐾 Todd Every, Community Development Director | 🐾 Gary Schuettpeitz, Environmental Services Director |
| 🐾 The late Al Fowler, former Conservation Director | 🐾 Jeremy Johnson, Menominee County Forester |
| 🐾 David 'Nahwahquaw' Grignon, Historic Preservation Department Director | 🐾 Gerald Warrington, Tribal Maintenance |
| 🐾 James Horton, former Housing Director | 🐾 Ronald Waukau, Menominee Tribal Enterprises Fire and Tribal Forestry |
| 🐾 Mary James, former Land Use Planner | 🐾 Colleen Waukechon, Development Secretary/Lead Worker |

The workgroup met as frequently as twice a month and as infrequently as once a month for over a year. The meetings were open to the public and notices were published in the Menominee Nation News, announced at community meetings, and through broadcast emails.

The efforts of this workgroup were also supported by an Integrated Resources Management grant awarded to the Tribe by the Bureau of Indian Affairs. This grant helped the Tribe create an integrated resources management plan, a copy of which can be obtained from the Environmental Services Department. The goals and objectives described in this plan are a summary of the goals and objectives identified in the Integrated Resources Management Plan.

III. Programs with Specific Emphasis on Natural Resources

The workgroup identified the following programs as resources due to their knowledge about natural resource management:

- ✦ **Environmental Services** – The department is responsible for programs and services aimed at implementing, monitoring and enforcing the various health, safety, and environmental laws of the Tribe.
- ✦ **Conservation** – The department is responsible for implementing and enforcing conservation laws of the Tribe, assessing the well-being of wildlife populations, and encouraging the use of sound conservation practices by hunters, fishermen, and trappers.
- ✦ **Menominee Tribal Enterprises (MTE)** – This entity is committed to excellence in the sustainable management of the forest, and the manufacturing of lumber and forest products.
- ✦ **Trust Resources** – The department of Trust Resources Compliance and Enforcement is responsible for monitoring the compliance of the Tribe's contractor in the management and development of the Tribe's forest.
- ✦ **Community Development** – The department is responsible for developing and overseeing a vast array of programs and services aimed at developing community infrastructure and conducting long-term and short-term planning in the development of the community.

FACT

Seventy-three off-reservation and sixty-seven on-reservation survey respondents feel the environment is an essential aspect of life in the Menominee Community.



Menominee Elder and Youth Wild Ricing, photo courtesy of Historic Preservation.



Gathering saplings on the Menominee Indian Reservation, photo courtesy of Historic Preservation.

IV. SWOT Analysis

The workgroup identified the Tribe's overall Strengths, Weaknesses, Opportunities and Threats, utilizing what is typically known as a SWOT Analysis. The workgroup's SWOT Analysis appears as follows:

STRENGTHS

- Land base
- Long-term consistent employees
- Dedicated employees
- Funding
- Strategic planning
- Tribal government support
- Support of community
- History of Menominee Indian Tribe of Wisconsin
- Resources
- Sustainable philosophy
- Language/Culture
- Sovereignty

WEAKNESSES

- Departmental collaboration
- Communication
- Education
- Lack of understanding and priority by tribal government
- Funding
- Strategic planning
- Respect for environment and natural resources
- Inconsistency of documents/ordinances
- Balance of sustainability
- Constitution
 - Stumpage

OPPORTUNITIES

- Positive public relations
- Natural resource division
- Funding
- Education to gain community support
- Increase support by tribal government
- Sustainability
- Sovereignty
- Constitution
 - Stumpage
- Coordination
 - Federal
 - State
 - Tribal
 - Local

THREATS

- Federal/State/Tribal/Local -shifting priorities
- Funding
- Inconsistency of documents/ordinances
- Natural disasters
- Invasive species
- Man-made disasters
- Lack of understanding and priority by tribal government
- Sovereignty
 - Treaty rights
- Coordination
 - Federal
 - State
 - Tribal
 - Local

V. Goals and Objectives

Natural Resources Goal 1: Forest Management – Improve Environmental/Cultural Protection				
Categories	Objectives			
	Objective 1	Objective 2	Objective 3	Objective 4
	Develop standard Best Management Practices (BMP) ordinance	Improve procedure for prescription approval through a multi-disciplinary approach	Identify sources of natural threats and develop invasive species management plan	Assess pesticide potential effects on traditional plant harvesting
Inputs/Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Forestry Committee • Funding
Outputs/Activities	<ul style="list-style-type: none"> • Creation of Best Management Practices (BMP) ordinance a) Training staff 	<ul style="list-style-type: none"> • Creation of categorical form and procedure to include signatures of critical departments (multi-disciplinary approach) 	<ul style="list-style-type: none"> • Create a plan to address natural threats (fire, wind, insect, disease) • Create Invasive Species Management Plan 	<ul style="list-style-type: none"> • Included within protocol for pesticide
Outcomes/Results	<ul style="list-style-type: none"> • Education/awareness for staff 	<ul style="list-style-type: none"> • Involve all appropriate departments a) Strengthen Forest Management Plan to improve procedure 	<ul style="list-style-type: none"> • Minimize impacts of natural threats • Prevent impacts of invasive species 	<ul style="list-style-type: none"> • Protection of traditional plants and harvest activities
Baseline Data	<ul style="list-style-type: none"> • Wisconsin Best Management Practices Handbook • Menominee Indian Tribe of Wisconsin Ordinance No. 05-22 	<ul style="list-style-type: none"> • Forest Management Plan 	<ul style="list-style-type: none"> • Forest Management Plan • Fire Management Plan 	<ul style="list-style-type: none"> • Menominee Indian Tribe of Wisconsin Pesticide Protocol
Timeline	<ul style="list-style-type: none"> • To begin at implementation and completion within one year 	<ul style="list-style-type: none"> • To begin at implementation and completion within six months 	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • One year

Natural Resources Goal 1 (Cont...)				
Categories	Objectives			
	Objective 5			
	Seek additional funding to create lobbying plan			
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Governmental Affairs Committee • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Proposed Menominee Indian Tribe of Wisconsin Lobbying Plan • Funding 			
Outputs/ Activities	<ul style="list-style-type: none"> • Seek grant funded opportunities a) Draft plan 			
Outcomes/ Results	<ul style="list-style-type: none"> • Reduce costs to Menominee Indian Tribe of Wisconsin and Menominee Tribal Enterprise a) Improve lobbying efforts b) Funding to support short-fall 			
Baseline Data	<ul style="list-style-type: none"> • Current 638 Contracts • Inter-tribal Timber Council 			
Timeline	• One year			

Natural Resources Goal 2: Forest Management – Improve Planning				
Categories	Objectives			
	Objective 1 Develop a more current and comprehensive Forest Management Plan	Objective 2 Improve procedure for prescription approval through a multi-disciplinary approach	Objective 3 Identify a holistic approach in Forest Management	Objective 4 Develop a more current and comprehensive Fire Management Plan
Inputs/Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Menominee Tribal Enterprise Board • Forestry Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • Menominee Tribal Enterprises/Menominee Indian Tribe of Wisconsin Task Force • Menominee Tribal Enterprise Board • Forestry Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • Menominee Tribal Enterprises/Menominee Indian Tribe of Wisconsin Task Force • Menominee Tribal Enterprise Board • Forestry Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Menominee Tribal Enterprise Board • Wisconsin Department of Natural Resources Fire Control • Forestry Committee
Outputs/Activities	<ul style="list-style-type: none"> • Revised Forest Management Plan a) Develop tribal community involvement process 	<ul style="list-style-type: none"> • Creation of categorical form to include signatures of critical departments (multi-disciplinary approach) 	<ul style="list-style-type: none"> • Develop a holistic approach in Forest Management through multi-disciplinary approach 	<ul style="list-style-type: none"> • Revised Fire Management Plan with the inclusion of wild land fire situation analysis a) Develop tribal community involvement process
Outcomes/Results	<ul style="list-style-type: none"> • Improved management approach a) Increase community involvement b) Identify more opportunities for community involvement 	<ul style="list-style-type: none"> • Involves all appropriate departments 	<ul style="list-style-type: none"> • Recognition of holistic approach through involvement of multi-agency/departments a) Approve procedure to include holistic approach 	<ul style="list-style-type: none"> • Improved management approach a) Increase community involvement b) Identify more opportunities for community involvement
Baseline Data	<ul style="list-style-type: none"> • Existing Forest Management Plan • Forest Management Plan listening session notes • Wisconsin Department of Natural Resource Forest Management Guidelines 	<ul style="list-style-type: none"> • Existing Forest Management Plan 	<ul style="list-style-type: none"> • Existing Forest Management Plan • WI Department of Natural Resource Forest Management Guidelines 	<ul style="list-style-type: none"> • Current Fire Management Plan • Wisconsin Department of Natural Resource Agreement
Timeline	• One year	• Six months	• One year	• One year

Natural Resources Goal 3: Forest Management – Develop Economic Opportunities				
Categories	Objectives			
	Objective 1 Perform Gap Analysis	Objective 2 Create Tribal Marketing Plan	Objective 3 Increase funding sources to provide training and employment	
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • United States Department of Agriculture • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • United States Department of Agriculture • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • United States Department of Agriculture • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force 	
Outputs/ Activities	<ul style="list-style-type: none"> • Expand opportunities to utilize forest product value 	<ul style="list-style-type: none"> • Develop feasibility and marketing study 	<ul style="list-style-type: none"> • Seek additional external funding for training and employment 	
Outcomes/ Results	<ul style="list-style-type: none"> • Diversifying forest product value <ul style="list-style-type: none"> a) Increased utilization of forest products 	<ul style="list-style-type: none"> • Identify marketing opportunities 	<ul style="list-style-type: none"> • Enhance skill set for staff and increase employment opportunities <ul style="list-style-type: none"> a) Track and measure fully trained staff and employment 	
Baseline Data	<ul style="list-style-type: none"> • Menominee Tribal Enterprise marketing studies 	<ul style="list-style-type: none"> • Menominee Tribal Enterprise marketing studies 	<ul style="list-style-type: none"> • No existing data 	
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Three months 	

Natural Resources Goal 4: Forest Management – Improve Communication				
Categories	Objectives			
	Objective 1 Perform gap analysis of existing communication	Objective 2 Develop Communication Plan		
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • United States Department of Agriculture • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • United States Department of Agriculture • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force 		
Outputs/ Activities	<ul style="list-style-type: none"> • Results of analysis 	<ul style="list-style-type: none"> • Creation of Communication Plan 		
Outcomes/ Results	<ul style="list-style-type: none"> • Increase employee and community involvement and communication 	<ul style="list-style-type: none"> • Improved communication of forest management issues 		
Baseline Data	<ul style="list-style-type: none"> • Forest Management Plan listening session notes 	<ul style="list-style-type: none"> • Menominee Indian Tribe of Wisconsin Communication Protocol • No current departmental communication plan 		
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • One year 		

Natural Resources Goal 5: Forest Management – Increase Environmental Education for the Menominee Community				
Categories	Objectives			
	Objective 1 Review existing curriculum and revise or create new	Objective 2 Increase internship opportunities	Objectives 3 Increase use of media to inform and educate public	
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in matrix • School Boards 	<ul style="list-style-type: none"> • All departments and/or partners identified in matrix 	<ul style="list-style-type: none"> • All departments and/or partners identified in matrix 	
Outputs/ Activities	<ul style="list-style-type: none"> • Work with schools to develop curriculum for environmental and cultural education 	<ul style="list-style-type: none"> • Provide training to our youth 	<ul style="list-style-type: none"> • Increase community education of forest resources 	
Outcomes/ Results	<ul style="list-style-type: none"> • Better understanding of the need to protect environment and cultural sites 	<ul style="list-style-type: none"> • Promote environmental education opportunities in relation to forest management issues <ul style="list-style-type: none"> a) More internships awarded 	<ul style="list-style-type: none"> • More informed community on forest resource management 	
Baseline Data	<ul style="list-style-type: none"> • Current curriculum 	<ul style="list-style-type: none"> • Existing internship opportunities 	<ul style="list-style-type: none"> • Menominee Nation News • Local papers • Local radio stations 	
Timeline	<ul style="list-style-type: none"> • Two years 	<ul style="list-style-type: none"> • To begin at implementation and completion within one year 	<ul style="list-style-type: none"> • Two years 	

Natural Resources Goal 6: Forest Management –Amendment of the Menominee Constitution				
Categories	Objectives			
	Objective 1 Gap analysis of forest operations and operational structure	Objective 2 Define stumpage and identify payment options		
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Funding 	<ul style="list-style-type: none"> • Constitution Ad Hoc Committee • Menominee Tribal Enterprise Work Group identified in Ordinance No. 02-22 • Forestry Committee 		
Outputs/ Activities	<ul style="list-style-type: none"> • Research <ul style="list-style-type: none"> a) Update forestry operation/ organizational structure 	<ul style="list-style-type: none"> • New policy regarding forestry operation <ul style="list-style-type: none"> a) Amendment of Tribal constitution b) Update organization structure within forestry 		
Outcomes/ Results	<ul style="list-style-type: none"> • Define stumpage payment process 	<ul style="list-style-type: none"> • New policy for payment of stumpage <ul style="list-style-type: none"> a) Amend Tribal constitution 		
Baseline Data	<ul style="list-style-type: none"> • Menominee Constitution Article XII • Menominee Tribal Enterprise Management Plan • Existing structure 	<ul style="list-style-type: none"> • Menominee Constitution • Menominee Indian Tribe of Wisconsin Ordinance No. 02-22 		
Timeline	• Two years	• Two years		

Natural Resources Goal 7: Land Use – Increase Effectiveness of Ordinances and Regulations				
Categories	Objectives			
	Objective 1 Assure strict adherence to zoning ordinances and regulations	Objective 2 Educate community and Tribal leaders on zoning procedures and regulations	Objective 3 Implement building codes	Objective 4 Revision of Land Use Plan
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • MITW Zoning Ordinance • Community Development Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in matrix • MITW Zoning Ordinance • Community Development Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in matrix • MITW Zoning Ordinance • Community Development Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in matrix • MITW Zoning Ordinance • Community Development Committee
Outputs/ Activities	<ul style="list-style-type: none"> • Develop protocol for zoning by amendment to ordinance 	<ul style="list-style-type: none"> • Provide training to Tribal leaders 	<ul style="list-style-type: none"> • Training of staff on newly adopted codes 	<ul style="list-style-type: none"> • Revise and update existing plan
Outcomes/ Results	<ul style="list-style-type: none"> • Involve staff and community as protocol <ol style="list-style-type: none"> a) Hire Building/ Zoning Administrator b) Involve staff and community as part of protocol c) Assure stricter enforcement 	<ul style="list-style-type: none"> • Increase community education on zoning procedures <ol style="list-style-type: none"> a) Zoning decisions made at committee level not MTL 	<ul style="list-style-type: none"> • Implementation of codes 	<ul style="list-style-type: none"> • Input of appropriate technical staff
Baseline Data	<ul style="list-style-type: none"> • Existing Zoning Ordinance 	<ul style="list-style-type: none"> • Final Zoning decisions made by Menominee Tribal Legislature 	<ul style="list-style-type: none"> • Wisconsin Building Codes • Uniform Building Codes 	<ul style="list-style-type: none"> • Current Land Use Plan
Timeline	• One year	• One and one half years	• Two years	• Two years

Natural Resources Goal 7 (Cont...)				
Categories	Objectives			
	Objective 5 Create Land Acquisition Plan			
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in matrix • Community Development Committee • Funding 			
Outputs/ Activities	<ul style="list-style-type: none"> • Develop plan 			
Outcomes/ Results	<ul style="list-style-type: none"> • Coordinate involved parties 			
Baseline Data	<ul style="list-style-type: none"> • No existing plan 			
Timeline	<ul style="list-style-type: none"> • Two years 			

Natural Resources Goal 8: Land Use - Address Sustain Yield Lands				
Categories	Objectives			
	Objective 1 Define sustained yield lands	Objective 2 Improve/develop procedure for removal and addition of sustained yield lands	Objective 3 Educate community and tribal leaders on sustained yield	
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Community Development Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Community Development Committee • Forestry Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	
Outputs/ Activities	<ul style="list-style-type: none"> • Develop definition 	<ul style="list-style-type: none"> • Review existing policy/ procedure a) Implementation of procedure 	<ul style="list-style-type: none"> • Provide training/ information to tribal leaders and community, build into MTL orientation process 	
Outcomes/ Results	<ul style="list-style-type: none"> • Clarify land status a) Map of areas 	<ul style="list-style-type: none"> • Better understanding and efficiency when making land decisions 	<ul style="list-style-type: none"> • Increase community education on sustained yield lands 	
Baseline Data	<ul style="list-style-type: none"> • Current mapping systems and surveys 	<ul style="list-style-type: none"> • MTL resolution and maps • Bureau of Indian Affairs processes 	<ul style="list-style-type: none"> • Public involvement 	
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Two years 	<ul style="list-style-type: none"> • One year 	

Natural Resources Goal 8: Land Use - Address Sustain Yield Lands				
Categories	Objectives			
	Objective 1 Define sustained yield lands	Objective 2 Improve/develop procedure for removal and addition of sustained yield lands	Objective 3 Educate community and tribal leaders on sustained yield	
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Community Development Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Community Development Committee • Forestry Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	
Outputs/ Activities	<ul style="list-style-type: none"> • Develop definition 	<ul style="list-style-type: none"> • Review existing policy/ procedure a) Implementation of procedure 	<ul style="list-style-type: none"> • Provide training/ information to tribal leaders and community, build into MTL orientation process 	
Outcomes/ Results	<ul style="list-style-type: none"> • Clarify land status a) Map of areas 	<ul style="list-style-type: none"> • Better understanding and efficiency when making land decisions 	<ul style="list-style-type: none"> • Increase community education on sustained yield lands 	
Baseline Data	<ul style="list-style-type: none"> • Current mapping systems and surveys 	<ul style="list-style-type: none"> • MTL resolution and maps • Bureau of Indian Affairs processes 	<ul style="list-style-type: none"> • Public involvement 	
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Two years 	<ul style="list-style-type: none"> • One year 	

Natural Resources Goal 9: Land Use - Maintain and Improve Infrastructure				
Categories	Objectives			
	Objective 1 Perform gap analysis of sanitation district	Objective 2 Improve and enforce existing ordinance and regulations	Objective 3 Develop community public relations on solid waste issues	Objective 4 Perform gap analysis on roads maintenance
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Legend Lake Property Owners Association • Legend Lake District 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Funds • Enforcement and Resource Protection Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Roads Work Group • Funding
Outputs/ Activities	<ul style="list-style-type: none"> • Evaluate potential for Legend Lake sanitation district 	<ul style="list-style-type: none"> • Develop protocol for zoning and development 	<ul style="list-style-type: none"> • Provide training to tribal leaders and staff 	<ul style="list-style-type: none"> • Evaluate roads maintenance approach <ul style="list-style-type: none"> a) Increase roads maintenance capabilities (staff and equipment)
Outcomes/ Results	<ul style="list-style-type: none"> • Identify feasibility of sanitation district 	<ul style="list-style-type: none"> • Increase enforcement and understanding of ordinances 	<ul style="list-style-type: none"> • Increase community education on solid waste and dumping 	<ul style="list-style-type: none"> • Increase utilization of available resources to carry out roads maintenance
Baseline Data	<ul style="list-style-type: none"> • No current data 	<ul style="list-style-type: none"> • Existing ordinances and regulations 	<ul style="list-style-type: none"> • Solid Waste Management Plan • College of Menominee Nation study • Solid Waste Study (Environmental Protection Agency) 	<ul style="list-style-type: none"> • Indian Reservation Roads Inventory
Timeline	<ul style="list-style-type: none"> • Begin at year two and completed by year three 	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Begin at year two and completed by year three

Natural Resources Goal 10: Land Use – Increase Housing Opportunities				
Categories	Objectives			
	Objective 1 Perform gap analysis	Objective 2 Identify additional housing locations	Objective 3 Continue to address housing/ tenant policy	Objective 4 Develop inter-department communication procedure
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Housing Committee • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Housing Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Housing Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix
Outputs/ Activities	<ul style="list-style-type: none"> • Purchase additional acreage for housing opportunities 	<ul style="list-style-type: none"> • Utilize new protocol for sustained yield lands 	<ul style="list-style-type: none"> • Revise policy as needed 	<ul style="list-style-type: none"> • Procedure development
Outcomes/ Results	<ul style="list-style-type: none"> • Identify available lands for purchase through multi-disciplinary approach 	<ul style="list-style-type: none"> • Increase available housing sites 	<ul style="list-style-type: none"> • Increase tenant satisfaction 	<ul style="list-style-type: none"> • Better understanding of housing needs, less housing complaints
Baseline Data	<ul style="list-style-type: none"> • Current available lands for housing 	<ul style="list-style-type: none"> • Mapping/zoning ordinance • Land Use Plan • Housing Plan 	<ul style="list-style-type: none"> • Existing policy 	<ul style="list-style-type: none"> • Current housing complaints and departmental issues
Timeline	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • One year

Natural Resources Goal 11: Land Use –Expand and Enhance Resource Protection/Use				
Categories	Objectives			
	Objective 1 Perform gap analysis	Objective 2 Develop inter-department communication procedure	Objective 3 Develop tourism feasibility study	Objective 4 Utilize community service programs for recreation and residential improvement
Inputs/Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Local area Chambers of Commerce • Menominee Casino, Bingo and Hotel 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Health and Family Services Committee
Outputs/Activities	<ul style="list-style-type: none"> • Evaluate use of non-timber resource 	<ul style="list-style-type: none"> • Procedure development 	<ul style="list-style-type: none"> • Review existing plans, and creation of feasibility study 	<ul style="list-style-type: none"> • Coordinate with appropriate departments and improvement in community service to programs
Outcomes/Results	<ul style="list-style-type: none"> • Identification of protection/use increase 	<ul style="list-style-type: none"> • Better understanding of resource issues 	<ul style="list-style-type: none"> • Better approach to tourism 	<ul style="list-style-type: none"> • Provide additional assistance to programs
Baseline Data	<ul style="list-style-type: none"> • Conservation Code Menominee Indian Tribe of Wisconsin Ordinance No. 99-01 	<ul style="list-style-type: none"> • Land/Water Conservation Plan 	<ul style="list-style-type: none"> • Menominee Indian Tribe of Wisconsin Public Relations 	<ul style="list-style-type: none"> • Court programs • Volunteer In Service to America (VISTA) information
Timeline	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Two to five years 	<ul style="list-style-type: none"> • One year

Natural Resources Goal 11 (Cont...)				
Categories	Objectives			
	Objective 5 Evaluate potential use of unused green space			
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information Systems 			
Outputs/ Activities	<ul style="list-style-type: none"> • Identify available unused green space 			
Outcomes/ Results	<ul style="list-style-type: none"> • Identify useable lands (green space) and use of lands that are currently idle 			
Baseline Data	<ul style="list-style-type: none"> • Zoning, mapping • Land Use Plan 			
Timeline	<ul style="list-style-type: none"> • Begin at year two 			

Natural Resources Goal 12: Land Use – Improve Communication				
Categories	Objectives			
	Objective 1	Objective 2		
	Educate community and tribal departments on benefits of planning	Utilize tribal leaders lobbying to improve government to government communications regarding land use issues		
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Proposed Menominee Indian Tribe of Wisconsin Lobbying Plan 		
Outputs/ Activities	<ul style="list-style-type: none"> • Provide training to tribal leaders and community 	<ul style="list-style-type: none"> • Communicate to tribal leaders on outstanding land use issues <ul style="list-style-type: none"> a) Address lobbying efforts/actions 		
Outcomes/ Results	<ul style="list-style-type: none"> • Increase community and government education on benefits of planning 	<ul style="list-style-type: none"> • Ability to better address land use issues that have always been problematic (fee to trust) <ul style="list-style-type: none"> a) Results from lobbying effort improving land use planning 		
Baseline Data	<ul style="list-style-type: none"> • No education communication plan 	<ul style="list-style-type: none"> • Existing land use process of fee/trust policies 		
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 		

Natural Resources Goal 13: Water Use – Maintain/Improve Water Quality and Quantity Use				
Categories	Objectives			
	Objective 1 Address cultural and spiritual use	Objective 2 Address issues regarding water use	Objective 3 Educate community and tribal leaders on water use	
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Enforcement and Resource Protection Committee • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix 	
Outputs/ Activities	<ul style="list-style-type: none"> • Provide adequate protection of cultural and spiritual uses 	<ul style="list-style-type: none"> • Develop Water Use Plan <ol style="list-style-type: none"> a) Recreation b) Industrial c) Community (public, private) 	<ul style="list-style-type: none"> • Provide training to tribal leaders and community 	
Outcomes/ Results	<ul style="list-style-type: none"> • Maintain water levels and quality to protect wild rice <ol style="list-style-type: none"> a) Protection of spiritually and culturally significant waterways including springs, lakes, and streams 	<ul style="list-style-type: none"> • Public awareness <ol style="list-style-type: none"> a) Standards and benchmarks 	<ul style="list-style-type: none"> • Increase awareness of water use issues 	
Baseline Data	<ul style="list-style-type: none"> • Water quality data • Existing studies of wild rice and Best Management Practices • Menominee Indian Tribe of Wisconsin Ordinance No. 05-22 • Menominee Indian Tribe of Wisconsin Ordinance No. 04-22 	<ul style="list-style-type: none"> • Water quality standards • County ordinance • State regulations 	<ul style="list-style-type: none"> • Land/Water Conservation Plan 	
Timeline	<ul style="list-style-type: none"> • Year one 	<ul style="list-style-type: none"> • Begin year one and completed by end of year three 	<ul style="list-style-type: none"> • One year 	

Natural Resources Goal 14: Water Use –Maintain/Improve Water Quality and Quantity Standard				
Categories	Objectives			
	Objective 1	Objective 2	Objective 3	
	Enforcement of water quality standards	Enforcement of ground water standards	Assure protection of wetlands	
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Enforcement and Resource Protection Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Enforcement and Resource Protection Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Geographical Information System • Wisconsin Department of Natural Resources • United States Department of Interior • Menominee County Land and Water Conservation Plan • MTE/MITW Task Force • Forestry Committee • Enforcement and Resource Protection Committee 	
Outputs/ Activities	<ul style="list-style-type: none"> • Conduct workshop to train and educate community, enforcement agencies and staff 	<ul style="list-style-type: none"> • Conduct workshop to train and educate community, enforcement agencies and staff 	<ul style="list-style-type: none"> • Develop more stringent regulations regarding wetland protection 	
Outcomes/ Results	<ul style="list-style-type: none"> • Improve community awareness and enforcement 	<ul style="list-style-type: none"> • Improve community awareness and enforcement 	<ul style="list-style-type: none"> • Creation of regulations 	
Baseline Data	<ul style="list-style-type: none"> • Water quality standards • Menominee Indian Tribe of Wisconsin Ordinance No. 04-22 	<ul style="list-style-type: none"> • Menominee Indian Tribe of Wisconsin Ordinance No. 04-22 • Zoning • Source Water Protection Plan • County Land and Water Plan • Menominee Indian Tribe of Wisconsin Ground Water Ordinance 	<ul style="list-style-type: none"> • Menominee Indian Tribe of Wisconsin Ordinance No. 04-22 • Best Management Practices • Clean Water Act 404 	
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Begin at beginning of year two and completed by end of year four 	

Natural Resources Goal 15: Water Use – Restoration of Impaired Surface Waters				
Categories	Objectives			
	Objective 1 Identify and evaluate Impeded free flowing waters	Objective 2 Create restoration plan that identifies, evaluates and restores impaired waters		
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Wisconsin Department of Natural Resources • Army Corp of Engineers • Environmental Protection Agency • United States Department of Interior 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Wisconsin Department of Natural Resources • Army Corp of Engineers • Environmental Protection Agency • United States Department of Interior 		
Outputs/ Activities	<ul style="list-style-type: none"> • Develop plan to address impeded waters 	<ul style="list-style-type: none"> • Develop restoration plan based on standard 		
Outcomes/ Results	<ul style="list-style-type: none"> • Restore free flowing waters through plan implementation 	<ul style="list-style-type: none"> • Restoration plan 		
Baseline Data	<ul style="list-style-type: none"> • Menominee Indian Tribe of Wisconsin Ordinance No. 04-22 • Land and Water Use Plans 	<ul style="list-style-type: none"> • Water quality standards • Menominee Indian Tribe of Wisconsin Ordinance No. 04-22 		
Timeline	<ul style="list-style-type: none"> • Begin in year two and completed by end of year three 	<ul style="list-style-type: none"> • Begin in year two and completed by end of year three 		

Natural Resources Goal 16: Water Use – Reduce Non-point Source Impacts				
Categories	Objectives			
	Objective 1 Review existing zoning ordinance to determine protection of water quality from non-point source impacts	Objective 2 Review existing sanitary codes to determine protection of water quality from private onsite waste treatment systems		
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Community Development Committee • Enforcement and Resource Protection Committee 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Enforcement and Resource Protection Committee 		
Outputs/ Activities	<ul style="list-style-type: none"> • Clarify effectiveness of enforcement and protection (zoning) 	<ul style="list-style-type: none"> • Clarify effectiveness of enforcement and protection (sanitation) 		
Outcomes/ Results	<ul style="list-style-type: none"> • Strengthen existing zoning ordinance to address non-point impacts 	<ul style="list-style-type: none"> • Strengthen existing sanitation code to address non-point source impacts 		
Baseline Data	<ul style="list-style-type: none"> • Water quality standards • Zoning ordinance 	<ul style="list-style-type: none"> • Sanitation code • State code • Source water protection (Zoning) 		
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Begin in year two and completed by end of year three 		

Natural Resources Goal 17: Water Use –Control/Eradicate Invasive Species from Water Resources				
Categories	Objectives			
	Objective 1 Gap analysis on existing data	Objective 2 Develop a plan to control/remove invasive species		
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Enforcement and Resource Protection Committee 		
Outputs/ Activities	<ul style="list-style-type: none"> • Inventory waters for existing invasive species 	<ul style="list-style-type: none"> • Develop invasive species control plan 		
Outcomes/ Results	<ul style="list-style-type: none"> • Identification of waters impacted by invasive species 	<ul style="list-style-type: none"> • Reduction in occurrences of invasive species 		
Baseline Data	<ul style="list-style-type: none"> • Legend Lake Aquatic Plant Management Plan • Survey data • Menominee County Invasive Species Plan 	<ul style="list-style-type: none"> • County Land and Water Resource Management Plan • Menominee County Invasive Species Plan 		
Timeline	<ul style="list-style-type: none"> • One year 	<ul style="list-style-type: none"> • Two years 		

Natural Resources Goal 18: Water Use – Develop Partnerships with Surrounding Entities to Address Outside Impacts				
Categories	Objectives			
	Objective 1 Identify all resource groups with common interests			
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Funding • Surrounding counties 			
Outputs/ Activities	<ul style="list-style-type: none"> • Increase knowledge and sharing information that addresses outside impacts 			
Outcomes/ Results	<ul style="list-style-type: none"> • Gaining additional knowledge and resources 			
Baseline Data	<ul style="list-style-type: none"> • Wolf River Basin Partnership (DNR) • Great Lakes Indian Fish and Wildlife Commission 			
Timeline	<ul style="list-style-type: none"> • Implementation of IRMP 			

Natural Resources Goal 19: Fish and Wildlife – Maintain and Enhance Diversity of Native Species for Cultural Wellbeing				
Categories	Objectives			
	Objective 1 Manage for the enhancement of subsistence and culturally important native species	Objective 2 Educate community on importance of subsistence/cultural values and practices	Objective 3 Assure protection of all native species	
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Funding • Wisconsin Department of Natural Resources 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Conservation Commission • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Wisconsin Department of Natural Resources • Conservation Commission • Funding 	
Outputs/ Activities	<ul style="list-style-type: none"> • Analysis of existing management approach 	<ul style="list-style-type: none"> • Develop public relations approach to include: importance of clans related to importance of conservation 	<ul style="list-style-type: none"> • Manage for native species 	
Outcomes/ Results	<ul style="list-style-type: none"> • Development of plan to address subsistence/culturally important native species 	<ul style="list-style-type: none"> • Public relations plan, to include all schools on the reservation 	<ul style="list-style-type: none"> • Long term protection and health of native species for cultural well being 	
Baseline Data	<ul style="list-style-type: none"> • Sturgeon Reintroduction Plan • Fish and wildlife reports 	<ul style="list-style-type: none"> • Sturgeon feast/Sturgeon Ceremony • Menominee History Guide 	<ul style="list-style-type: none"> • Sturgeon Reintroduction Plan • Fish and wildlife reports 	
Timeline	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 	

**Natural Resources Goal 20: Fish and Wildlife –
Improve Management Options for Terrestrial and Aquatic Habitat**

Categories	Objectives			
	Objective 1 Identify, analyze and inventory habitat for terrestrial species	Objective 2 Identify, analyze and inventory habitat for aquatic species		
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Wisconsin Department of Natural Resources • Geographical Information Systems • Funding 	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Wisconsin Department of Natural Resources • Geographical Information Systems • Funding 		
Outputs/ Activities	<ul style="list-style-type: none"> • Develop Geographical Information System layer to address habitat for terrestrial species 	<ul style="list-style-type: none"> • Develop Geographical Information System layer to address habitat for aquatic species 		
Outcomes/ Results	<ul style="list-style-type: none"> • Creation of Geographical Information System layer 	<ul style="list-style-type: none"> • Creation of Geographical Information System layer 		
Baseline Data	<ul style="list-style-type: none"> • MTE cover type • Kotar Habitat Types • Natural Resources Conservation Service Soil Survey • Reservation lake maps • United States Geographical Service maps 	<ul style="list-style-type: none"> • MTE cover type • Kotar Habitat Types • Natural Resources Conservation Service Soil Survey • Reservation lake maps • United States Geographical Service maps 		
Timeline	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 	<ul style="list-style-type: none"> • Begin at year two and completed by end of year three 		

Natural Resources Goal 21: Fish and Wildlife –Maintain and Enhance Fish and Wildlife Populations				
Categories	Objectives			
	Objective 1 Improve Fish and Wildlife Management			
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Wisconsin Department of Natural Resources • United States Fish and Wildlife Services • Great Lakes Indian Fish and Wildlife Commission • Conservation Commission • Funding 			
Outputs/ Activities	<ul style="list-style-type: none"> • Develop a Comprehensive Fish and Wildlife Plan to include Fish Passage Plan and a staffing assessment 			
Outcomes/ Results	<ul style="list-style-type: none"> • Implementation of plans to include management of all available habitat 			
Baseline Data	<ul style="list-style-type: none"> • Segmented plans for various species • Lake Sturgeon reintroduction, research data • Beaver dam surveys • Fish data 			
Timeline	<ul style="list-style-type: none"> • Begin at year two and completed by end of year four 			

Natural Resources Goal 22: Fish and Wildlife – Improve Fish and Wildlife Protection through Regulation				
Categories	Objectives			
	Objective 1 Review existing codes and ordinances			
Inputs/ Resources	<ul style="list-style-type: none"> • All departments and/or partners identified in the matrix • Conservation Commission • Funding 			
Outputs/ Activities	<ul style="list-style-type: none"> • Identify codes and ordinances in need of updating 			
Outcomes/ Results	<ul style="list-style-type: none"> • Updated codes and ordinances 			
Baseline Data	<ul style="list-style-type: none"> • Menominee Indian Tribe of Wisconsin Ordinance No. 99-01 • Current rules • Other relevant ordinances and codes 			
Timeline	<ul style="list-style-type: none"> • Begin at implementation of IRMP and completed by end of year one 			

VI. Responsible Parties

The following is used to identify responsible parties in the matrix sections of the strategic plan:

- Primary lead department (P*) is responsible for coordinating efforts to complete the specific objectives listed;
- Primary departments (P) are responsible for directly assisting the lead in completing the specific objectives listed; and
- Secondary parties (S) are responsible for attending meetings and providing input to assist in achieving the specific objectives listed.

DEPARTMENTS	Natural Resources																		
	Goal 1					Goal 2				Goal 3			Goal 4		Goal 5			Goal 6	
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2	Objective 3	Objective 4	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2
Aging																			
Chairman's Office																			
Clinic																			
Community Development		P									P*			S					
Community Resource Center																S			
Conservation	P	P	P			P	P	P						S	S	S	S		
Courts																			
Early Childcare Services																			
Education																P*	P*	P*	
Election Commission																			
Enrollment																			
Environmental Services	P	P	P	P		P	P	P						S	S	S	S		
Finance																			
Food Distribution																			
Gaming Commission																			
General Assistance																			
Head Start																			
Historic Preservation	P	P		P*			P	P						S	P		S		
Housing														S					
Human Resources												P*							
Information Technology																	S		
Insurance																			
Internal Audit																			
Johnson O'Malley																			
Language and Culture Department															P				
Law Enforcement																			
Legal Services	S																	S	
Library																			
License and Permits																			
Loan Fund																			
Maehnowesekiyah Wellness Center																			
Maintenance																			

DEPARTMENTS	Natural Resources 1																		
	Goal 1					Goal 2				Goal 3			Goal 4		Goal 5			Goal 6	
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2	Objective 3	Objective 4	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2
Menominee Nation News																	S		
Probation																			
Procurement																			
Prosecutor																			
Recreation																			
Social Services																			
Tax Commissioner																			
Transportation																			
Tribal Administration					P	P					P*	S	P*	P*				P	P
Tribal Legislature		S			P*	P	S		S										
Tribal School															S				
Trust Resources	P*	P*	P*	P		P*	P*	P*	P*	P*	S		P*	P*	S	S	P	P	P
Utilities																			
Youth Development and Outreach																			
PARTNERS																			
Woodland Boys and Girls Club																			
Bureau of Indian Affairs		S				S	S		S										
Collaborative Council																			
College of Menominee Nation											S				S				
Community															S				
East/West University															S				
Menominee Casino																			
Menominee County			P							P									
Menominee Indian School District															S				
Menominee Tribal Enterprises	P	P	P	P	P	P	P	P	P*	P*	P	P*	P	P*			P	P	P
Youth Service Providers																			

DEPARTMENTS	Natural Resources (cont...)																						
	Goal 7					Goal 8			Goal 9				Goal 10				Goal 11					Goal 12	
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 3	Objective 4	Objective 1	Objective 2	Objective 3	Objective 4	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2
Aging																							
Chairman's Office																							
Clinic																							
Community Development	P*	P*	P*	P*	P*	P*	P*	P	P*	P*	P*	P*	P*	P		S		P		S	S	P*	P
Community Resource Center																							
Conservation				S	S	S	S	S		S	S						P	S	S				
Courts																							
Early Childcare Services																							
Education																							
Election Commission																							
Enrollment																							
Environmental Services	S			S	P	S	S	S	P	P	S			S			P*	P*	S	S	P		
Finance																							
Food Distribution																							
Gaming Commission																							
General Assistance																							
Head Start																							
Historic Preservation						S	S		S				S	S			P	S					
Housing	S		S	S				S					P*	P*	P*	P*				S			
Human Resources																							
Information Technology	S	S																				S	
Insurance																							
Internal Audit																							
Johnson O'Malley																							
Language and Culture Department																							
Law Enforcement	S								S											S			
Legal Services	S	S	S		S	P		S	S	S					S								
Library																							
License and Permits																							
Loan Fund																							
Maehnowesekiyah Wellness Center																							
Maintenance																							

DEPARTMENTS	Natural Resources (cont...)																						
	Goal 7					Goal 8			Goal 9				Goal 10				Goal 11					Goal 12	
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 3	Objective 4	Objective 1	Objective 2	Objective 3	Objective 4	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2
Menominee Nation News		S																					
Probation																							
Procurement																							
Prosecutor																							
Recreation								S												S	P*		
Social Services																							
Tax Commissioner																							
Transportation																							
Tribal Administration					S		P		P											P*	P*		P*
Tribal Legislature					S	S	P		S						S	S	S	S			S		P*
Tribal School																						S	
Trust Resources																							
Utilities									S	S						S							
Youth Development and Outreach																				S	P		
PARTNERS																							
Woodland Boys and Girls Club																							
Bureau of Indian Affairs																							
Collaborative Council																							
College of Menominee Nation																						S	
Community	P			P						P	P											S	
East/West University																						S	
Legend Lake Association									P														
Menominee Casino																			P				
Menominee County		P							P	P	P	P	P	P		P	P				S	S	
Menominee Indian School District																						S	
Menominee Tribal Enterprises						S	P	P															
Youth Service Providers																							

DEPARTMENTS	Natural Resources (cont...)												
	Goal 13			Goal 14			Goal 15		Goal 16		Goal 17		Goal 18
	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 1	Objective 2	Objective 1	Objective 2	Objective 1
Aging													
Chairman's Office													
Clinic													
Community Development	P								P				
Community Resource Center													
Conservation	P			P	P		P	P		P	P	P	P
Courts													
Early Childcare Services													
Education													
Election Commission													
Enrollment													
Environmental Services	P	P*	P*	P*	P*	P*	P*	P*	P*	P*	P*	P*	P*
Finance													
Food Distribution													
Gaming Commission													
General Assistance													
Head Start													
Historic Preservation	P*		P							P			
Housing													
Human Resources													
Information Technology			S	S	S								
Insurance													
Internal Audit													
Johnson O'Malley													
Language and Culture Department	P												
Law Enforcement				P	S	P							
Legal Services													
Library													
License and Permits													
Loan Fund													
Maehnowesekiyah Wellness Center													
Maintenance													

DEPARTMENTS	Natural Resources (cont...)												
	Goal 13			Goal 14			Goal 15		Goal 16		Goal 17		Goal 18
	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 1	Objective 2	Objective 1	Objective 2	Objective 1
Menominee Nation News			S	S	S								
Probation													
Procurement													
Prosecutor													
Recreation													
Social Services													
Tax Commissioner													
Transportation													
Tribal Administration													
Tribal Legislature													
Tribal School													
Trust Resources													
Utilities		P	P*										
Youth Development and Outreach													
PARTNERS													
Woodland Boys and Girls Club													
Bureau of Indian Affairs													
Collaborative Council													
College of Menominee Nation			S										
Community													
East/West University			S										
Menominee Casino													
Menominee County		P	S	P	S		P	P	P	P	P	P	P
Menominee Indian School District													
Menominee Tribal Enterprises						P	P	P	P	P			
Youth Service Providers													

DEPARTMENTS	Natural Resources (cont...)						
	Goal 19			Goal 20		Goal 21	Goal 22
	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 1	Objective 1
Aging							
Chairman's Office							
Clinic							
Community Development							
Community Resource Center							
Conservation	P*	P*	P*	P*	P*	P*	P*
Courts							
Early Childcare Services							
Education							
Election Commission							
Enrollment							
Environmental Services	P		S	P*	P*	P*	
Finance							
Food Distribution							
Gaming Commission							
General Assistance							
Head Start							
Historic Preservation	P*	P*	P				
Housing							
Human Resources							
Information Technology		S		S	S		
Insurance							
Internal Audit							
Johnson O'Malley							
Language and Culture Department		P					
Law Enforcement							
Legal Services							S
Library							
License and Permits							
Loan Fund							
Maehnowesekiyah Wellness Center							
Maintenance							

DEPARTMETNS	Natural Resources (cont...)						
	Goal 19			Goal 20		Goal 21	Goal 22
	Objective 1	Objective 2	Objective 3	Objective 1	Objective 2	Objective 1	Objective 1
Menominee Nation News		S					
Probation							
Procurement							
Prosecutor							
Recreation							
Social Services							
Tax Commissioner							
Transportation							
Tribal Administration							
Tribal Legislature							S
Tribal School		S					
Trust Resources							
Utilities							
Youth Development and Outreach							
PARTNERS							
Woodland Boys and Girls Club							
Bureau of Indian Affairs							
Collaborative Council							
College of Menominee Nation		S					
Community							
East/West University		S					
Menominee Casino							
Menominee County							
Menominee Indian School District		S					
Menominee Tribal Enterprises				S	S	S	S
Youth Service Providers							



Eagle in Neopit on the Menominee Indian Reservation, photo courtesy of the Barbara Tourtillott family.

APPENDICES

Appendix A: 2005 Community Needs Survey

MENOMINEE INDIAN TRIBE OF WISCONSIN 2005 COMMUNITY NEEDS SURVEY

The College of Menominee Nation developed a Community Needs Survey to assist in the development of the Tribe's strategic plan, beginning in March 2003. The selection process for survey participants was administered by the Enrollment Department. 1,620 tribal members were selected at random, of the 8100 enrolled membership at that time. Due to incorrect addresses, the sample was reduced 1,456.

Several measures were taken to increase community awareness of the surveys for Tribal members, and additional copies were made available at public locations on the reservation. A total of 430 completed surveys were returned. This number represents a return rate of 30% with an error rate of ± 4.7 percent at a 95% confidence level. Of the 430 surveys, 219 were returned by on-reservation respondents and 201 were returned by off-reservation respondents; ten survey respondents did not indicate their location.

The data is grouped into on-reservation and off-reservation categories to provide readers with general perspectives from both groups. The data collected was used as a starting point for workgroups to develop goals and objectives; the data will continue to be used as baseline data when measuring progress during implementation.

QUALITY OF LIFE QUESTIONS

Q1. How satisfied are you with the income you and your family have? (Circle one answer for each.)

	On n=219	Off n=201
Very Satisfied.....	09%	11%
Somewhat Satisfied.....	42	42
Somewhat Dissatisfied.....	18	19
Very Dissatisfied.....	24	19
Not Sure.....	02	03
No Answer.....	05	05

Q1a. What is the primary need(s) not being met for your family with regard to your current income?

Q2. How satisfied are you with your current job? (Circle one answer.)

	On	Off
Very Satisfied.....	25%	24%
Somewhat Satisfied.....	30	33
Somewhat Dissatisfied.....	11	14
Very Dissatisfied.....	12	11
Not Sure.....	08	10
No Answer.....	14	07

Q3. If you were to change jobs, what type of work would you be most interested in? (Circle one answer.)

	On	Off
The work I'm doing now.....	22%	23%
Customer Service (clerk, sales).....	06	08
Trade Field (mechanic, welder).....	08	06
Professional (attorney, teacher).....	11	18
Administrative (director).....	09	09
Small Business Owner.....	17	21
Factory Worker (laborer).....	03	03
Not Sure.....	09	09
No Answer.....	15	04

Q4. Do you expect that at this time next year you will be financially better off than now, worse off than now, or about the same?

	On	Off
Better.....	22%	29%
Worse.....	16	11
Same.....	48	45
Not Sure.....	12	13
No Answer.....	03	02

Q5. Do you own or rent your current place of residence?

	On	Off
Own (or buying).....	63%	47%
Rent.....	30	49
Other (specify).....	06	03
No Answer.....	01	01

Q6. How satisfied are you with your current housing situation?

	On	Off
Very Satisfied.....	28%	29%
Somewhat Satisfied.....	29	37
Somewhat Dissatisfied.....	18	18
Very Dissatisfied.....	22	14
Not Sure.....	02	01
No Answer.....	01	01

Q7. How many families live in your household?

	On	Off
One.....	4%	68%
Two.....	22	18
Three.....	06	07
More than three.....	07	07
Not Sure.....	01	01
No Answer.....	01	01

Q8. Please indicate all of the members of your extended family currently living in your household. (Circle all that apply.)

	On	Off
Parent(s).....	13%	10%
Spouse's Parent(s).....	01	04
Grandparent(s).....	03	01
Spouse's Grandparent(s).....	00	00
Niece(s).....	06	03
Nephew(s).....	08	02
Other (specify).....	26	24
None.....	50	64

Q9. Do you have any recommendations regarding needed changes in housing available on the Reservation? (Explain briefly.)

SOCIAL (COMMUNITY) ISSUES

Q10. How would you rate the Menominee Reservation as a place to raise a family?

	On	Off
Excellent.....	06%	06%
Good.....	29	22
Not So Good.....	34	34
Poor.....	24	22
Not Sure.....	06	15
No Answer.....	01	01

Q11. How would you rate the quality of the Menominee Nation's efforts to support family life?

	On	Off
Excellent.....	01%	03%
Good.....	26	25
Not So Good.....	40	34
Poor.....	22	15
Not Sure.....	12	21
No Answer.....	01	01

Q12. What is your opinion regarding the number of programs currently available to the elderly on the Menominee Reservation?

	On	Off
Too Many Exist.....	02%	01%
Current Number is Adequate....	22	17
More Are Needed.....	45	39
Not Sure.....	30	43
No Answer.....	00	01

Q13. What is your opinion regarding housing currently available to the elderly on the Menominee Reservation?

	On	Off
Too Many Exist.....	01%	00%
Current Number is Adequate.....	21	11
More Are Needed.....	49	45
Not Sure.....	28	43
No Answer.....	01	01

Q14. What is your opinion regarding the number of programs currently available to youth living on the Menominee Reservation?

	On	Off
Too Many Exist.....	03%	03%
Current Number is Adequate.....	14	07
More Are Needed.....	67	53
Not Sure.....	16	37
No Answer.....	01	01

Q15. Do you feel that the Menominee Tribal Legislature should take an active role in developing youth programs?

	On	Off
Yes.....	79%	83%
No.....	13	06
Not Sure.....	09	11
No Answer.....	01	01

Q16. What types of activities do you feel should be made available for Menominee Youth? (Circle all that apply.)

	On	Off
Recreational.....	71%	69%
Academic.....	70	83
Service Oriented (volunteer).....	49	59
Mentoring.....	64	68
Other (specify).....	17	15

Q17. How efficient do you believe the Menominee Tribe's social programs have been in coordinating the delivery of services to community members?

	On	Off
Very Efficient.....	02%	06%
Somewhat Efficient.....	23	26
Not Too Efficient.....	35	23
Not Efficient At All.....	24	07
Not Sure.....	14	37

Q18. To what extent do you feel alcohol and drug abuse is a problem on the Menominee Reservation today?

	On	Off
Very Important Problem.....	90%	84%
Moderate Problem.....	06	06
Small Problem.....	03	01
No Problem.....	0	0
Not Sure.....	02	10

Q19. How would you complete the sentence below?

Over the past 10 years, I believe alcohol and drug abuse problems have.....

	On	Off
Decreased.....	01%	03%
Increased.....	80	62
Remained about the same.....	11	15
I'm not sure how this has changed.....	03	20

Q20. In your opinion, what factors have had an impact on the status of alcohol and drug use in the past 10 years?

ECONOMIC DEVELOPMENT

Q21. How would you rate the overall economy on the Menominee Reservation?

	On	Off
Excellent.....	00%	01%
Good.....	12	11
Not So Good.....	41	43
Poor.....	42	27
Not Sure.....	04	16
No Answer.....	01	01

Q22. Would you like to see more economic development take place on the Menominee Reservation?

	On	Off
Yes.....	94%	96%
No.....	05	04
No Answer.....	02	01

Q23. If developments take place in the future, what type would you MOST PREFER? (Circle one.)

	On	Off
Light Industry (non-polluting)...	40%	44%
Small Business.....	41	29
Tourism.....	22	18
Natural Resources.....	20	25
Other:	11	07

Q24. Which of the following types of development do you feel is MOST IMPORTANT for the Menominee Reservation? (Circle one)

	On	Off
Mini-mall.....	37%	24%
Business Office Park.....	10	21
Natural Resources.....	34	41
Other:	20	17

Q25. Would you be interested in starting a business on the reservation using your own money, if technical assistance was provided to you on a confidential basis? (Circle one)

	On	Off
Yes.....	36%	30%
No.....	29	26
Possibly.....	26	28
Not Sure.....	07	14
No Answer.....	02	02

Q26. How do you feel about tourist developments on the Reservation?

	On	Off
I'm against Tourist Development.....	16%	18%
I'm in favor of Tourism Development.....	44	50
I'm Not Sure.....	37	29
No Answer.....	03	02

Q26a. What type of tourist development would you like to see on the Menominee Reservation?

Q27. Of the following types of small businesses, which do you feel are needed on the reservation?

(Circle one answer for each business type.)

On Reservation n = 219 & Off Reservation = 201

		Very Much Needed		Somewhat Needed		Not Very Needed		Not Needed At All		Not Sure		No Answer	
		On	Off	On	Off	On	Off	On	Off	On	Off	On	Off
Q27a.	Barber/ beauty shop.	18%	19%	38%	46%	21%	18%	07%	03%	04%	08%	11%	07%
Q27b.	Fitness Center.	36	39	32	34	11	11	07	03	05	10	09	04
Q27c.	Crafts shop.	36	37	31	37	16	12	06	04	05	07	07	03
Q27d.	Hardware store.	46	42	27	40	11	05	05	02	06	07	05	03
Q27e.	Clothing store.	36	36	31	32	12	12	08	05	05	08	09	05
Q27f.	Shoe store.	32	31	27	34	15	16	09	05	06	07	11	05
Q27g.	Supermarket.	87	78	07	13	02	02	01	00	01	04	03	07
Q27h.	Pharmacy/ drug store.	38	56	20	19	12	10	12	05	05	05	13	04
Q27i.	Other:	30	26	02	05	00	00	01	01	03	09	64	60

OFF-RESERVATION ECONOMIC DEVELOPMENT

Q28. How would you rate the overall economy off the Menominee Reservation?

	On	Off
Excellent.....	16%	08%
Good.....	55	47
Not So Good.....	17	25
Poor.....	03	08
Not Sure.....	07	11
No Answer.....	01	02

Q29. How familiar are you with the Menominee Tribe's proposed Kenosha Project?

	On	Off
Very Familiar.....	10%	10%
Somewhat Familiar.....	43	41
Not Too Familiar.....	29	22
Not Familiar At All.....	16	27
No Answer.....	02	00

Q29a. What type of information, if any, would you like to receive?

Q30. Do you support the Menominee Tribe's proposal to build an off-reservation gaming enterprise in Kenosha, Wisconsin?

	On	Off
Yes.....	68%	71%
No.....	14	08
Possibly.....	10	17
Not Sure.....	08	05
No Answer.....	01	00

EDUCATION

Q31. In your opinion, how well does the Menominee school district prepare students to succeed in the K-12 school system?

	On	Off
Students Exceed Expectations.....	02%	02%
Students are Sufficiently Prepared.....	13	14
More Preparation is Needed.....	72	47
Not Sure.....	11	37
No Answer.....	02	00

Q32. How prepared do believe Menominee students are to succeed in work and school beyond the 12th grade?

	On	Off
Students Exceed Expectations.....	01%	01%
Students are Sufficiently Prepared.....	12	10
More Preparation is Needed.....	75	59
Not Sure.....	09	29
No Answer.....	02	00

Q33. To what extent do you believe the Menominee culture is taught in the K-12 educational system on the Reservation?

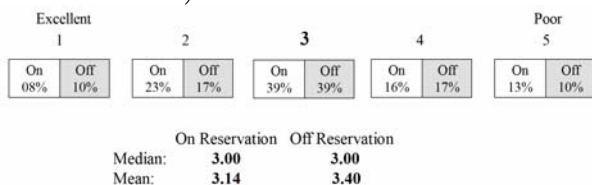
	On	Off
Too Much is Taught.....	05%	00%
The Amount Taught is About Right.....	33	18
More is Needed.....	41	41
Not Sure.....	19	40
No Answer.....	02	00

Q34. How adequate is the availability of financial assistance for education to members of the Menominee Nation?

	On	Off
Too Much Assistance Exists.....	01%	01%
Assistance is Adequate.....	13	15
More Assistance is Needed.....	41	41
Not Sure.....	19	40
No Answer.....	02	00

HEALTH

Q35. On a scale of one to five, with one being Excellent and five being Poor, how do you rate the quality of health care services provided on the Menominee Reservation? (Circle one number)



Q36. Do the health care services that are currently available meet your needs?

	On	Off
Yes.....	53%	44%
No.....	38	43
No Answer.....	09	13

Q36a. Briefly describe the additional services you would like to see made available?

LAW ENFORCEMENT

Q37. Do you feel that you live in a safe and secure environment?

	On	Off
Yes.....	30%	34%
No.....	50	29
Not Sure.....	18	34
No Answer.....	02	03

Q38. How safe do you feel the Menominee Nation environment is for children?

	On	Off
Very Safe.....	03%	03%
Somewhat Safe.....	28	32
Somewhat Unsafe.....	38	30
Very Unsafe.....	25	12
Not Sure.....	06	23
No Answer.....	01	02

Q39. Do you believe the Menominee Tribe provides enough resources for Law Enforcement?

	On	Off
Yes.....	21%	19%
No.....	52	36
Not Sure.....	26	43
No Answer.....	01	02

Q40. Please indicate your level of agreement with the following statements:

I feel that I can count on the Tribal Police for help and protection when I need it.

	On	Off
Strongly Agree.....	07%	06%
Agree.....	34	41
Disagree.....	30	18
Strongly Disagree.....	16	06
Not Sure.....	12	28
No Answer.....	01	01

I feel that I can count on the Tribal Courts for help and protection when I need it.

	On	Off
Strongly Agree.....	05%	07%
Agree.....	22	32
Disagree.....	32	19
Strongly Disagree.....	21	07
Not Sure.....	19	35
No Answer.....	02	01

JUDICIARY

Q41. How useful do you believe the following court alternatives would be on the Menominee Reservation?

On Reservation n = 219 & Off Reservation n = 201

		Very Useful		Somewhat Useful		Not Very Useful		Not Useful At All		Not Sure		No Answer	
		On	Off	On	Off	On	Off	On	Off	On	Off	On	Off
Q41a.	Teen Court	42%	45%	27%	25%	07%	04%	06%	04%	14%	19%	05%	04%
Q41b.	Peacemaking Court	25	33	25	25	15	13	08	05	22	19	06	05
Q41c.	Traditional Elders Court	29	36	25	26	10	09	05	02	24	22	08	05
Q41d.	Other: _____	09	05	01	03	01	01	01	01	13	16	74	74

Q42. How adequate is the number of detention centers on the Menominee Reservation?

	On	Off
Too Many Exist.....	01%	03%
Current Number is Adequate....	15	16
More Are Needed.....	53	24
Nor Sure.....	27	56
No Answer.....	04	01

NATURAL RESOURCES

Q43. Are you satisfied with the current management of natural resources within the Menominee Reservation?

	On	Off
Yes.....	23%	24%
No.....	50	39
Not Sure.....	26	37
No Answer.....	01	01

Q44. Are you satisfied with the quality of air on the Menominee Reservation?

	On	Off
Yes.....	70%	66%
No.....	12	05
Not Sure.....	16	29
No Answer.....	02	00

Q45. Are you satisfied with the quality of lakes and rivers on the Menominee Reservation?

	On	Off
Yes.....	52%	46%
No.....	32	25
Not Sure.....	16	29
No Answer.....	01	00

Q46. Are you satisfied with the quality of wildlife on the Menominee Reservation?

	On	Off
Yes.....	67%	56%
No.....	16	17
Not Sure.....	14	25
No Answer.....	03	01

CULTURE AND HERITAGE

Q47. Which of the following Menominee traditional practices have you participated in? (Circle all that apply)

	On	Off
Traditional Ceremonies.....	43%	43%
Medicinal Plant Gathering.....	22	13
Drumming/Singing.....	14	16
Traditional Dancing.....	27	25
Beading.....	33	39
Other (specify) _____	16	13
I Have Not Participated.....	36	37

Q48. How important do you feel it is to educate tribal members in traditional language and culture?

	On	Off
Very Important.....	64%	80%
Somewhat Important.....	25	13
Not Very Important.....	04	03
Not Important At All.....	02	01
Not Sure.....	04	05
No Answer.....	01	00

Q49. How familiar are you with the Menominee language?

	On	Off
Very Familiar.....	06%	02%
Somewhat Familiar.....	37	28
Not Very Familiar.....	33	42
Not Familiar At All.....	23	28
No Answer.....	01	00

Q50. How familiar are you with the Menominee culture?

	On	Off
Very Familiar.....	16%	14%
Somewhat Familiar.....	57	54
Not Very Familiar.....	17	24
Not Familiar At All.....	07	08
No Answer.....	03	00

Q51. If you wanted to know more about Menominee language or culture, would you know who to contact to get the information you need?

	On	Off
Yes.....	66%	42%
No.....	33	57
No Answer.....	02	01

Q52. Listed below are several aspects of life in the Menominee community. Please indicate how important these community aspects are to you. (Circle one answer for each item.)

On Reservation n = 219 & Off Reservation n= 201

		Essential		Very Important		Somewhat Important		Not Too Important		Not At All Important		No Answer	
		On	Off	On	Off	On	Off	On	Off	On	Off	On	Off
Q52a.	Environmental (lakes, forest, fresh air, natural resources, etc.)	67%	73%	30%	25%	01%	01%	01%	01%	00%	00%	01%	01%
Q52b.	Gaming	34	31	37	37	18	23	06	05	03	03	01	02
Q52c.	Recreational (hunting, fishing, camping, rafting, etc.)	53	49	31	39	15	10	02	01	00	00	01	01
Q52d.	Social (family, friends, etc.)	58	54	32	35	07	09	02	01	00	00	01	01
Q52e.	Housing	56	55	35	32	06	10	01	02	01	01	01	01
Q52f.	Cultural (Pow-wows, traditions, heritage, etc.)	46	54	32	32	15	10	05	03	01	00	01	02
Q52g.	Small Town vs. City Life (small community, rural atmosphere, etc.)	25	31	43	37	25	22	04	07	01	03	02	02
Q52h.	Public Assistance (social service, health care, etc.)	48	44	39	40	10	10	01	03	01	02	01	02
Q52i.	Cost of Living (low taxes, less expensive, etc.)	51	50	38	33	09	12	01	01	01	02	01	03
Q52j.	Health Care (clinic, medical services, etc.)	69	70	28	26	02	02	00	00	00	01	01	02
Q52k.	Job Opportunities	68	66	28	26	03	04	00	02	01	01	01	01
Q52l.	College Education Opportunities	58	67	33	25	06	05	01	01	01	01	01	02
Q52m.	K-12 Education	70	66	27	25	02	04	00	00	01	02	01	03
Q52n.	Other:	09	10	05	04	01	01	00	00	01	00	85	83

GOVERNMENT

Q53. How familiar are you with the members of the Menominee Tribal Legislature?

	On	Off
I Know At Least Three of Them...	40%	39%
I Know At Least Six of Them...	14	06
I Know All of Them.....	29	07
I Don't Know Any of Them....	16	48
No Answer.....	01	01

Q54. Listed below are several areas where services and programs are overseen by the Menominee Tribal Government. Please indicate how problematic you feel these areas are for the Menominee Nation today. (Circle one answer for each).

On Reservation n = 219 & Off Reservation n= 201

		Very Important Problem		Moderate Problem		Small Problem		No Problem		Don't Know		No Answer	
		On	Off	On	Off	On	Off	On	Off	On	Off	On	Off
Q54a.	Conditions of streets and roads.	35%	16%	35%	30%	23%	27%	03%	11%	02%	11%	02%	04%
Q54b.	Traffic on the reservation.	17	09	33	23	29	30	16	22	03	13	01	04
Q54c.	Public transportation.	25	19	20	29	24	17	24	10	06	22	01	03
Q54d.	Community growth and planning.	47	43	26	21	15	12	04	05	08	16	01	03
Q54e.	Economic development.	58	51	24	23	09	06	03	03	04	14	02	03
Q54f.	Shopping for goods/services on the reservation.	65	52	21	26	06	08	02	02	05	10	01	03
Q54g.	Crime and Law Enforcement.	60	39	23	25	09	14	04	04	02	14	01	04
Q54h.	Public Utilities (water, sewer, etc.)	28	24	22	23	22	16	16	11	09	22	03	03
Q54i.	Services provided by the Tribe.	43	32	25	29	12	12	08	06	08	18	03	04
Q54j.	Alcohol and Drug Abuse on the reservation.	85	77	10	10	02	02	00	00	02	09	02	02
Q54k.	Health care on the reservation.	48	41	22	24	15	09	12	10	02	13	01	03
Q54l.	K-12 Education on the reservation.	51	40	21	17	13	12	07	09	06	19	02	03
Q54m.	College Education on the reservation.	36	32	21	19	15	13	19	15	09	19	01	02
Q54n.	Recreation and leisure activities.	40	29	22	24	18	17	14	13	06	14	01	02
Q54o.	Other:	08	10	01	01	00	00	01	01	04	07	87	82

Q55. What do you consider are the three most serious problems that need to be addressed by the Menominee Tribal Legislature today?

- _____
- _____
- _____

Q56. How do Menominee government decisions affect you?

COMMUNICATION QUESTIONS

Q57. What type of media do you use to receive information about the Menominee Nation?

(CIRCLE ALL THAT APPLY)

	On	Off
Local Television.....	42%	23%
Local Radio.....	37	08
Menominee Nation News.....	84	64
Shawano Leader.....	53	19
Word of Mouth.....	78	71
Tribal Meetings.....	31	12
The Internet.....	15	22
Other (specify)	04	09

Q58. Do you attend General Tribal Council meetings?

	On	Off
Yes.....	34%	18%
No.....	61	80
No Answer.....	05	02

Q59. Do you, or does any member of your household, own a personal computer?

	On	Off
Yes.....	49%	70%
No.....	48	30
No Answer.....	03	00

Q60. Have you or other members of your household used your home computer to dial in to the Internet?

	On	Off
Yes.....	40%	66%
No.....	24	14
Not Sure.....	02	01
No Answer.....	34	18

Q61. Do you feel you are kept adequately informed regarding important issues affecting the Menominee Nation?

	On	Off
Yes.....	29%	26%
No.....	67	72
No Answer.....	04	02

DEMOGRAPHICS QUESTIONS

This information helps the Menominee Tribe of Wisconsin to design programs and services specific to the needs of its members. These demographic data are not used to identify individual responses. The analyses will be based on grouped data and individual responses will be kept confidential.

Q62. Which of the following best describes you? (Circle one answer.)

	On	Off
Enrolled Menominee.....	98%	95%
Menominee Descendent.....	02	05
Tribal Member but not Menominee.....	00	00
Other:.....	00	00

Q63. Do you reside within the Menominee Reservation boundaries? n = 430

	On	Off
Yes.....	51%	47%
No.....	00	00
No Answer.....	02%	

Q64. Do you intend to live on the reservation sometime in the future?

	On	Off
Yes	63%	23%
No.....	04	06
Not Sure.....	10	18
No Answer.....	23	52

Q65. Which of the following statements best describes your employment situation?

	On	Off
Employed Outside Your Home.....	50%	58%
Employed Within Your Home.....	06	03
Out of the Workforce.....	02	07
Retired.....	21	14
Student.....	02	05
Unemployed.....	16	12
No Answer.....	03	01

Q66. Are you employed on the reservation?

	On	Off
Yes.....	48%	12%
No.....	40	85
No Answer.....	12	03

Q67. What is your occupation?

Caregiver.....	02%
Child Care.....	<1
Counselor/Social Services.....	04
Disabled.....	02
Education.....	05
Environment/Natural Resources.....	<1
Farming.....	<1
Gaming.....	05
Government.....	02
Homemaker.....	06
Laborer.....	14
Law Enforcement.....	02
Management/Administrative.....	21
Medical.....	06
Retired.....	06
Service Worker.....	15
Small Business.....	04
Student.....	02
Technical.....	02
Unemployed.....	02
Volunteer.....	<1

Q68. Which of the following best describes your CURRENT marital status?

	On	Off
Single, Never Married.....	25%	26%
Married.....	43	46
Separated.....	03	04
Divorced.....	18	21
Widowed.....	11	04
No Answer.....	01	00

Q69. How many children under 18 years of age reside in your household?

	On	Off
None.....	44%	50%
One.....	18	20
Two.....	20	17
Three.....	11	07
Four or More.....	06	06

Q70. What is your gender?

	On	Off
Male.....	39%	37%
Female.....	61	61
No Answer.....	01	02

Q71. What is your age?

	On	Off
18 to 24.....	03%	05%
25 to 34.....	14	14
35 to 44.....	21	27
45 to 54.....	26	27
55 to 64.....	14	17
65 or Over.....	22	06
No Answer.....	02	01

Q72. What is your combined TOTAL FAMILY INCOME before taxes?

	On	Off
Less than \$10,000.....	19%	17%
\$10,001 to \$20,000.....	23	12
\$20,001 to \$30,000.....	17	15
\$30,001 to \$40,000.....	09	10
\$40,001 to \$50,000.....	08	13
\$50,001 to \$75,000.....	09	17
More than \$75,000.....	03	08
Not Sure.....	07	05
No Answer.....	06	03

Q73. What TOTAL INDIVIDUAL INCOME before taxes?

	On	Off
Less than \$10,000.....	31%	28%
\$10,001 to \$20,000.....	24	16
\$20,001 to \$30,000.....	19	18
\$30,001 to \$40,000.....	08	11
\$40,001 to \$50,000.....	04	09
\$50,001 to \$75,000.....	03	07
More than \$75,000.....	09	04
Not Sure.....	03	05
No Answer.....	00	04

Q74. What is the highest level of education you have completed? (Circle one answer.)

	On	Off
8th Grade or Less.....	04%	05%
Some High School.....	16	15
High School Graduate.....	19	16
Some College/Technical School.....	44	45
Bachelor's Degree.....	11	10
Master's Degree.....	03	07
Professional Degree (MPA, MD, DDS, JD).....	00	01
Doctorate (Ph.D., ED.D.).....	01	00
No Answer.....	02	01

Q75. Do you plan to continue your education sometime in the future?

	On	Off
Yes.....	42%	51%
No.....	32	24
Not Sure.....	21	24
No Answer.....	06	01

Q75a. When making your continued education plans, which of the following areas will you need assistance? (Circle all that apply.)

	On	Off
Child Care.....	14%	16%
Financing.....	53	61
Transportation.....	16	18
Advising.....	22	27
Other: _____.....	05	09

Q76. Is there anything else that you would like to tell us that would help us assess the needs of the Menominee Nation Community?

THANK YOU FOR YOUR PARTICIPATION!

Please return your completed survey in the enclosed postage-paid envelope.

Appendix B: Resources

Gauthier, Anthony, Strategic Planning Logo Artist, 2005

Historic Preservation Department. Photos, Menominee language use and Menominee territorial range map

Information Technology Department. Technical Assistance

Menominee Facts and Figures, Department of Administration, 2004

Menominee Indian Reservation Historical Review, Historic Preservation, 2004

Menominee Indian Tribe of Wisconsin 2005 Community Needs Survey Final Report, College of Menominee Nation, 2005

Menominee Indian Tribe of Wisconsin Annual Report, Department of Administration, 2006

Menominee Indian Tribe of Wisconsin Constitution and Bylaws, 1976

Menominee Nation News. Photos, logo, and graphic arts, 2007

Menominee Tribal Government Plan, Tribal Ordinance No.95-04, 2007. Used to describe programs with specific emphasis in service areas.

Menominee Tribal History Guide, Historic Preservation, 1998

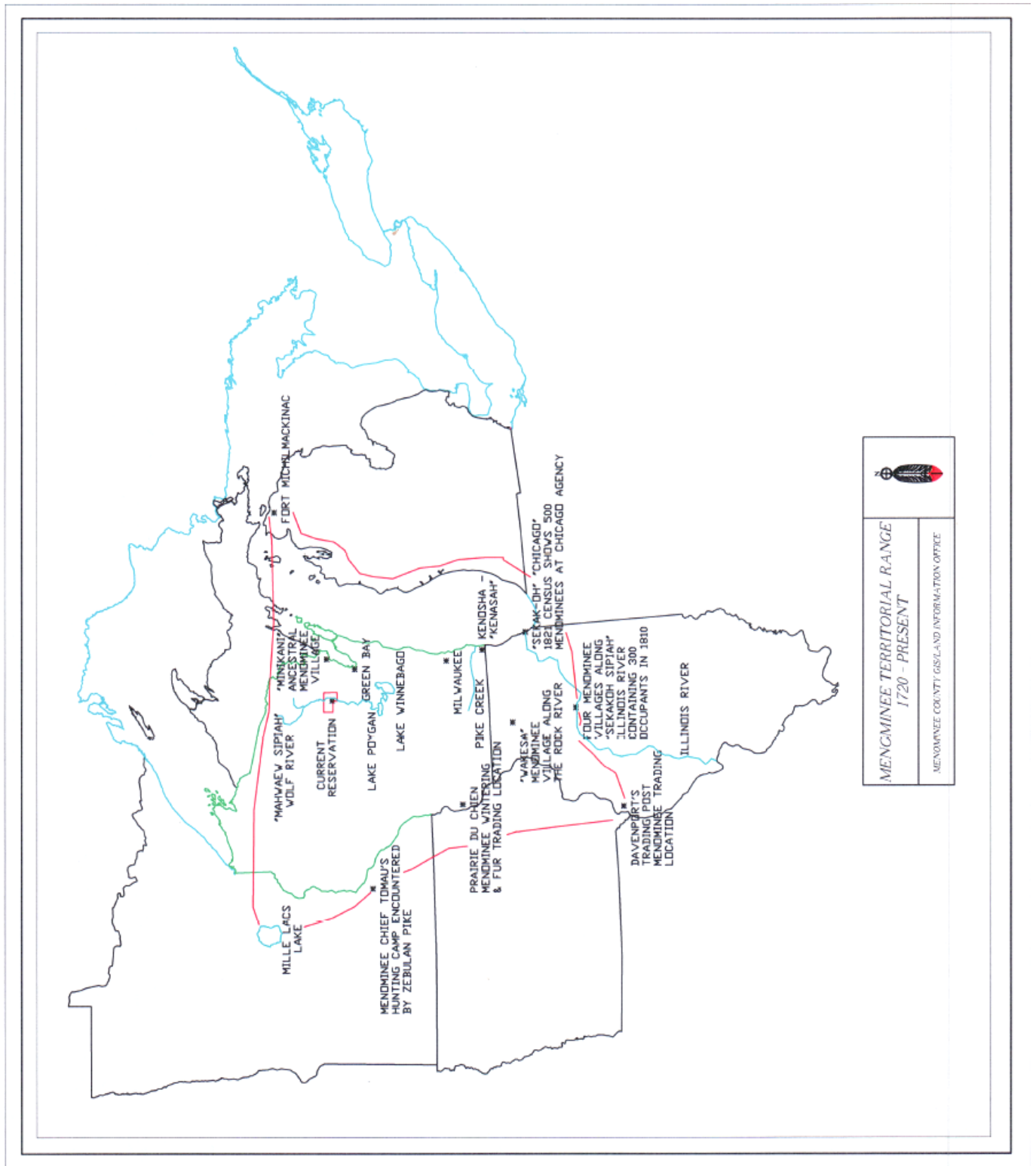
Nicholas Peroff, Menominee DRUMS: Tribal Termination and Restoration 1954-1974. Oklahoma: University of Oklahoma, 1982

Price, Steve, Graphic Artist, 2007

Workgroup minutes, community meetings minutes and in-service training minutes.

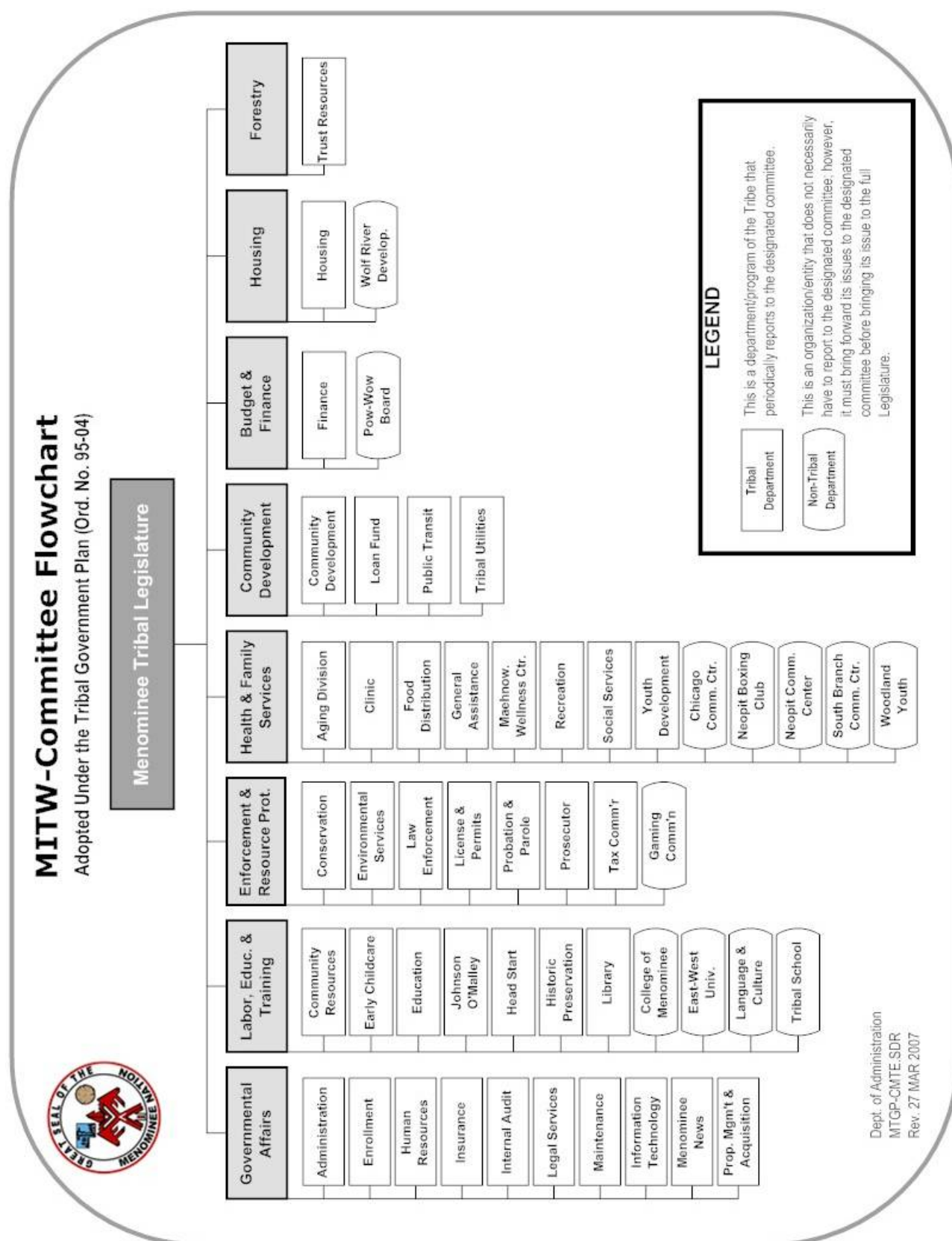
*For more information regarding the strategic planning meeting minutes please contact the Department of Administration at (715) 799-5193, Attention: Brenda L. Tomow.

Appendix C: Menominee Territorial Range-Map



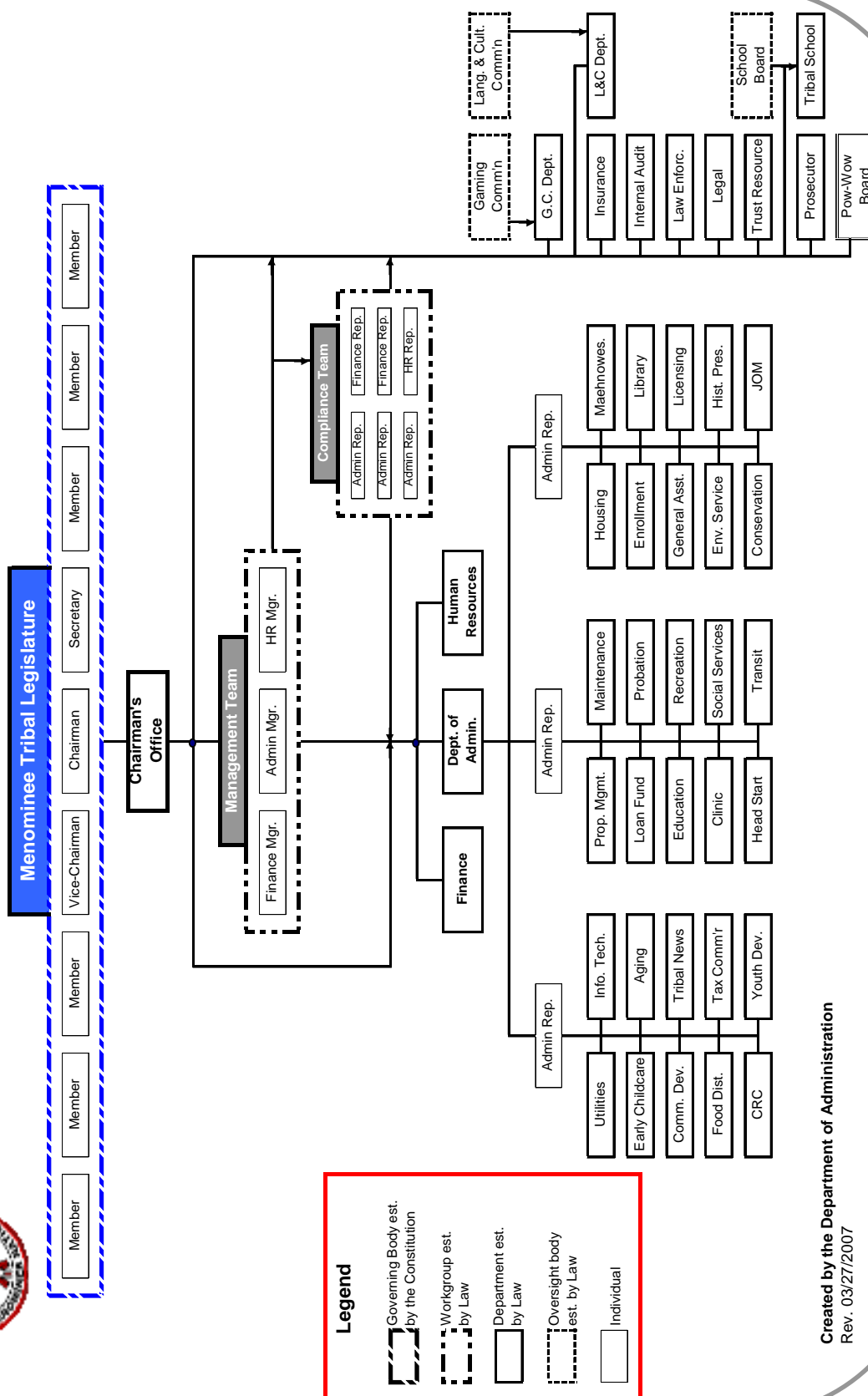
The Historic Preservation Department conducted the research necessary to create the Menominee Territorial Range-Map.

Appendix D: MITW Committee Flowchart



MITW-Administrative Flowchart

Established Pursuant to the Government Plan (MITW Ordinance No. 95-04)



Created by the Department of Administration
Rev. 03/27/2007

Appendix F: Community and Employee Recognition

Community Meeting 9/12/2005

Roberta Robinson
D. Jeannine Keshena
Eileen M. Schultz
William Williams
Wiladean Peters
Veronica Peters
Barbara Caldwell
Joe Melotte
Joycee Burns
Christine Stewart
Rogerine Wychesit
John Reiter
Janice Warrington
Jean Cox
Shirley Peters
Rose Goodwill
Unknown
Jeff Vander Venten
Loretta Lamotte
Gerhardt Wychesit
Marci Hawpetoss
Marguerite Bowan
Dennis Kenote
Lynn Collins
Twila Peters
Bernard Vigue
Dave Grignon
Beatrice Chevalier
Robin Penass
Francis Reiter
June Miller
Larry LaFromboise
Anthony Gauthier
Freida Bergeon
Alan Caldwell
Edmund Waubanasum
Douglas Cox
Betty Gray
Quentin Beauprey
Myrna Beauprey
Sid Dodge
Davey J. Reiter
Pat Roberts
Bernadine Haun
Lloyd J. Pecore
Gaynelle Hawpetoss
Kenny Peters
Mae Chevalier
Margaret King

Forrest King
Barbara Reiter
Glenda Tahmahkera
Ron Bowan
Georgiana Tucker
Ron Tucker
Mary James
Laurie Boivin
Julia Corn
Bruce Wilber Sr.
David Oshkosh
Judy Duquain
Debbie Reiter
Shirley Kohl
Myrna Warrington
Paula Peters
Frances K. Tomow
Richard Dodge
Jeff Komanekin
Kim Komanekin
Connie Schuster
Guy Keshena
Mary Fish
Claire Brown
Gary Besaw
Edwin Wilber
Eugene Caldwell
Linda Caldwell
Brent Reiter
Joan Delabreau
Elisa Peters
Karen Bowman-
Dillenburg

In-Service Trainings 1/11/2006

Lisa Gast
Patsy Hesse
Darrell O'Katchikum
Greg Smith
Rose Ponfil
Yvette Schroeder
Deborah Reiter
Sharon Giese
Dr. Steven Dakai
Carol Corn
Lynnette Wychesit
Candice Firgens
Michelle Hoffman
Tanaes
Washinawatok
Rosemund Hoffman

Susan Waukau
Walter Cox
Adrian Miller
William Cox III
Donald Waukechon
Myrna Warrington
Wayne Waupoose
Karla Kitson
Lynnette Miller
Llewellyn Boyd

Community Meeting 1/16/2006

Ron Tucker
Georgiana Tucker
Glen Tucker
Jeanie Warrington
Susan Miller
Bernadine Haun
Richard Tourtillott
Carol Warrington
Lorene Pocan
Debbie Reiter
Francis Reiter
Doug Cox
David Miller
Tony Warrington
Frieda Bergeon
Rose Ioupe
Sid Dodge
Laurie Boivin
Mae Chevalier
Pat Mendoza
Regina Washinawatok
Gwendolyn Washinawatok
Crystal Kaquatosh
Carl Kaquatosh
Jennifer Gauthier
T. Kakkak
T. Reiter
Barbara Reiter
Katinee Menore
Mary Menore
Joseph Sullivan
Richard Treson
David J. Kitson Jr.
Dakota L. Tomow

Community Meeting 2/6/06

Rose Nahwahquaw
Barbara Reiter
Clifford J. Madosh
Eugene Caldwell
Linda Caldwell

In Service Meeting 2/8/06

Joel Whitehouse
Ann Marie Johnson
Treva Chupco
Carol Nunway-Tyler

Alegra Fowler
 Bridgette Miller
 Carey Waubanasum
 Debra Martzke
 Cameo Lawe
 Sheldon Webster
 Brenda Nordin
 Rebecca Waupoose
 Karen Waukau
 Devan Miller
 Steve Price
 Marci Hawpetoss
 Roberta Penass
 Andy Westphal
 Neil Elgin
 Rich Olah
 Rosemary Warrington
 Sid Dodge
 Donald Reiter
 Patricia James
 Shannon Wilber
 Melissa Pitzel

**South Branch Community Meeting
 2/14/06**

Lloyd Pecore
 Tony Warrington
 Barbara Wescott
 Carol Warrington
 Clare Corn
 Jeanie Warrington

Menominee Language and Culture Commission 2/15/06

Sherri LaChapelle
 Marie Floring
 Karen Washinawatok
 Lavina Shawano
 Davey-Jean Reiter
 Margaret Snow
 Lorene Pohan
 Warren Wilber Sr.

In-Service Training 2/24/06

Gary Pyawasay
 Tavon Burkel
 Linda Warrington
 Yolanda Shawanokasic
 Carl Barnes Sr.
 Carrie Latender
 Sue Blodgett
 Robin Waukau
 Roberta Cox
 Ramona Lyons
 Valerie Self
 Janice Smith
 Carol Sanapaw
 Spring Tomow
 Jolene Riemer

Elder's Meeting 3/6/2006

Rose Nahwahquaw
 Barbara Reiter
 Loretta Lamotte
 Clifford Madosh
 Eugene Caldwell

Linda Caldwell

In Service Training 3/8/06

Sue Blaha
 Ammie Munoz
 Rebecca Alegria
 Roxie LaRock
 Frank McLellan
 Joseph Lyons
 Andrew Warrington
 Dave Waupoose
 Eva Robinson
 Brenda Johnson
 Jerilyn Waupoose
 Carmella Peters

Elder's Meetings 3/13/2006

Edwin Wilber
 Joe Melotte
 Wayne Pecore, Sr.
 Betty Gray
 John Tucker
 Sid Dodge
 Tom Sands
 Donald Graser
 Vaughna Collicott
 Dan Collicott
 Rose Marie Childs
 Rosemary Gengler
 Robert Gengler
 Lowell Waupoose
 Donald Richmond
 Lewellyn Boyd

**Elder's Meetings
 3/14/2006**

Rowena Oshkosh
 Barbara Reiter
 Eugene Wayka
 Francis Kakwitsch
 Rose Nahwahquaw
 Cordelia Beauprey
 Sherita Beauprey
 Myrna Beauprey
 Henry Hawpetoss
 Cecilia Neconish

Community Meeting 3/27/06

D. Jeannine Keshena
 Chad Nunway
 John B. Reiter
 Davey J. O'Kimosh- Reiter
 Bernadette Bear
 Anthony Bruette
 Jonathan Ray Torres
 Jeanie Corn
 Jeanie Warrington
 Bernadine Haun
 Carol Warrington
 Myrna Warrington
 Colin Caldwell, Sr.
 Shirley Peters

Ron Bowan
 Sylvia Dodge
 Karen Bowman- Dillenburg
 Freida Bergeon
 Edwin Wilber
 Ron Tucker
 Georgiana Tucker
 Pat Mendoza
 Mae Chevalier
 Susan Miller
 Bruce Shiflett
 Margo Reiter
 Pamela Webster
 Bobbie Jo Long
 Michael Metoxen
 Terri Wynos
 John Reiter
 Marvin Wynos
 Chad Waukechon
 Tony Warrington
 Barbara Caldwell
 Barbara Reiter
 Rose Nahwahquaw
 Marguerite Bowan
 ReeAnn Chapman

Youth Alliance 3/29/2006

Varlin Basina
 Matt Johnson
 Greg Gauthier
 Tara Menore
 Annmarie Tomow
 Everlee Duquain
 Moneesah Perez
 Amanda Pitzel
 Kenny Peters
 Georgia Tourtillott

**Youth Leadership Conference
 4/8/06**

Jessica Vanzile
 Miriam Waupoose
 Lucinda Chupco

Community Meeting 5/15/06

Davey J. Reiter
 John B. Reiter
 Francis Dick
 Caroline Caldwell
 Frances Kakwitsch
 Eugene Wayka
 Zenith Lyons
 Margaret Garza
 Betty Gray
 Cordelia Beauprey
 Marcene Beauprey-Boivin
 Lloyd Pecore
 Bruce Shiflett
 Mary Lepscier
 Aleta Fish
 Rose Marie Childs
 Ellen Graser

Dan Collicott
 Edith Peters
 Shirley Peters
 Barbara Reiter
 Donald Graser
 Vaughana Collicott
 Thomas Sands
 Llewellyn Boyd
 Edwin Wilber
 Frieda Bergeon
 Charlene Mutter
 Lynette Wychesit (Aging Div.)
 Carol Warrington
 L. Warrington
 Joyce Kotschi
 Candice Firgens
 Jeanie Warrington
 Bernadine Haun
 Julia Corn
 Crystal Chapman
 Tony Warrington
 B.H.
 Matthew White
 Christine Stewart

In Service Training 6/1/06

AnnMarie Berg
 Edey Escalante
 Lottie Tucker
 Destiny Spruce
 Christopher Caldwell
 Patricia Peters
 Amy Perez
 Marla Bellanger
 Dawn Turney
 Rogerine Wychesit
 Kay Cook
 Reynel Tucker
 Sabrina Koon
 Michael Delabrué
 Andy Allord
 Kurt Nelezen

Youth Alliance 6/7/06

Maria Webster
 Georgia Tourtillott
 Gregory Gauthier
 Heaven Klemens
 Amanda Pitzel
 Jamie Cornelius
 Varlin Basina
 Kenny J. Peters
 Annmarie Tomow
 Andrienne Waubanasum

Community Meeting 6/12/06

Davey J O'Kimosh-Reiter
 John B. Reiter
 David Grignon
 Tanaes Washinawatok
 Miranda Washinawatok
 Karen Washinawatok

Allen Washinawatok
 John O. Tucker
 Roberta Penass
 Michael Chapman
 Roxie Big Fire
 Geri Skenandore
 Jeremy Weso
 Llewellyn Boyd
 Marguerite Bowan
 Ronald Bowan
 Donna Powless
 Kenew Grignon

**JTP/Special Projects
 Summer Youth
 6/19/2006**

Darrell O'Kimosh
 Adrian Feather
 Freeman Peters
 Jessey Hawpetoss
 Daryl Waupekenay
 Catherine Waupekenay
 Cree Wayka
 Annette Peters
 Kenneth Sanapaw
 Richard O'Kimosh
 Michael O'Kimosh
 Justine Pocan
 Leslie Corn
 Manih Oshkosh
 Amanda Lyons
 Kurtis Wilber
 John Redkettle
 Evelyn Wynos
 Dustin
 Elizabeth Williams
 Theresa Tucker
 David Doxtator
 Marena Pamanet
 Miriam Waupoose
 Simone Tourtillott
 Daryl Waupekenay

**Community Meeting
 9/11/06**

Davey J. O'Kimosh-Reiter
 Juliana Corn
 Dorothy Martin
 D. Jeannine Keshena
 Andy Horton
 Frieda Bergeon
 Norbert Sturdevant
 Mary Beth Pecore
 Pat Martin
 Mercedes Summer
 Ron Bowan
 Marguerite Bowan
 Carol Warrington
 Jeanie Warrington
 Tony Warrington
 Roberta Penass
 Dakota L. Tomow
 Michael Peters

Anthony Gauthier

In Service 9/22/06

Pamela Waupekenay
 Karen Kunze
 Laurie Boivin
 Mark Caskey
 Mary Travis
 Nicholas Keszó
 Patricia Burr
 Mary LaMarche
 Stephan A. Eisfelder
 Gary Lewandowski
 Cheryl Caldwell
 Jerry Waukau
 David A. Waupoose

**Bridges Out of Poverty 10/23 &
 10/24/2006**

Davey Jean Peters
 Pat Roberts
 James L. Reiter
 Duane Waukau
 George Otradovec
 Joyce Kotschi
 Jamie Loud Bear Wayka
 Ronald Bowan Sr.
 David Corn
 Mark Waukau Sr.
 Tom Litzow
 Harold K. Wilkes
 Walter J. Cox
 Adrian Miller
 Lynette Miller
 Robert E. Tucker Jr.
 Laurie Boivin
 Yvette M. Ducane
 Roberta Reiter
 Patricia Tourtillott
 Devan Miller
 Rose Wayka
 Edwin J. Wilber
 Wayne Pecore Sr.
 Mary Beth Pecore
 Louis Washinawatok
 Doug Cox
 Jacqueline Pubanz
 Michael Wilber
 Theodore Warrington
 Lloyd J. Pecore
 Roberta M. Robinson
 AnnMarie Johnson
 Linda Caldwell
 Carrie Grignon
 Leslie Shawanokasic
 Regina Washinawatok
 Nicole Waukau-Wilber
 Todd Every
 Rick Warrington
 Brett Hoffman
 William Beauprey
 Renee Mahkimetas
 Ben Kaquatosh
 David Grignon
 Shannon Wilber
 Diana Taubel
 Marlin Waupoose
 Annette Westphal
 Jennifer Gauthier

Sigrid Congos
Neil Elgin
Joan Delabreau
Jeremy Weso
Kim Komanekin
Gail Bowman

Amy Hernandez
Frances Walker
Penny Escalante
Karen Washinawatok
Kathy Kaquatosh
Patrick Delabreau

Jerry Waukau
Virginia Nuske
Summer Youth Workers
Melinda Cree
Breon Maho

The Department of Administration would like to acknowledge the community and Tribal employees for their continued involvement throughout the strategic planning process. Your participation is greatly appreciated and it will have a positive impact on the Tribe's future.